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ON

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ERRATA SHEET

Page 22: Deleted from the report.

Page 25: The organization charts referred to under Policy Question 5 are found in Appendix 1, Attachment 4, Enc. 1-3, 1-4, & 1-5.

REPORT OF THE TASK FORCE ON FIRE QUALIFICATION STANDARDS

April 1977

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ACKNOWLEDGMENTS

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INTRODUCTION

This report results from an assignment by Associate Director George Turcott in BLM Instruction Memo 77-38 (Appendix 1, Attachment 4). This memo directed a study leading to a recommendation as to BLM's acceptance of the National Fire Qualification System (NFQS). The initial work was assigned to a task force comprised of four State Fire Management Officers and the BIFC Chief, Division of Training. This task force assembled information, analyzed it and prepared options for handling the NFQS in BLM (Appendix 1). A second task force comprised of a cross section of management and fire personnel evaluated these options and other information and arrived at a recommended BLM position.

BACKGROUND

Wildland fire exposes people, property and natural resources to high risk of property damage, destruction and loss of life. Agencies engaged in fire suppression are responsible for reducing this risk to minimal levels commensurate with cost, technology and personnel available. This responsibility can be better met if fire management personnel are physically fit and adequately trained. This is a goal that fire management agencies constantly strive for.

Essential to this goal is the setting of standards as a basis for training and testing. The use of similar standards by all fire management agencies is desirable if not mandatory. This is because there is extensive cross use of personnel on local initial attack and on complex fire situations, many of which are located in other states or regions. Another essential is uniform certification of these personnel under the standard. The combined standards and certification procedure process is termed a "Fire Qualification System" (FQS). Implementation of and adherence to a FQS directly affects employee safety, suppression performance, and agency liability.

BLM now uses an interim FQS (Appendix 1, Attachment 1). The system is inadequate in terms of organization structure, state of the art, physical testing, and available training. Other agencies have identified similar deficiencies in their FQS, while some have no FQS at all. Wildfire knows no property boundary, thus suppression in particular and fire program management in general, requires multi-agency involvement. With several standards in use, which are generally inadequate, coordination and uniform performance is difficult.

The fire management agencies recognize the problems and have taken steps to devise a remedy. The BLM, Forest Service, and others have developed a proposed National Fire Qualification System (NFQS). The basis for this system was a standard devised by BLM and adopted by Interior in 1973 (Appendix 1, Attachment 2). The proposed system is designed to minimize human risk and property loss and to maximize job performance. Because these are high level goals, the standards are necessarily high and will require extensive training prior to certification. Once certified under NFQS, a person could be assigned anywhere to any agency in a fire suppression role for which he is certified.

The National Wildlife Coordination Group (NWCG), comprised of high ranking multi-agency fire management personnel, is attempting to gain acceptance of NFQS by all Federal, State and private local groups engaged in fire suppression. To date, only Forest Service, Park Service and Bureau of Indian Affairs have accepted the NFQS at the National level. Some reluctance has been noted at the field level in these agencies due to the amount of commitment in training involved. Appendix 1, Attachment 3, shows relations and impacts of NFQS among agencies as of the date of this report.

The objective of this report is to recommend a BLM position regarding the System. Several alternatives to meet the goals of minimizing human risk and property loss and maximizing work performance are considered in the following section of this report. The report also provides recommendations for modifying the status of forces allocations to meet BLM's complex fire situations commensurate with BLM's limited available manpower and expanding resource management roles. The final section of the report enumerates several policy questions that have surfaced during the course of the FMO Task Force and the Management Task Force deliberations. These questions need immediate solution.

OPTIONS CONSIDERED

This section of the report considers seven options or possible actions BLM could take in regard to FQS. Six of the seven are summarized in brief for ease of presentation. These are more fully stated complete with advantages and disadvantages in Appendix 2. The seventh option is recommended for BLM adoption and is presented in detail.

Option #1: ADOPT THE NATIONAL FIRE QUALIFICATION SYSTEM.

The NFQS is an enhanced version of BLM's 1973 standard. For any one of 60 fire jobs in the System, BLM personnel would need to meet the System fully. See Appendix 1, Attachment 2, for a further description of the NFQS.

Option #2: REJECT NFQS AND USE A BLM STANDARD ONLY.

This option considers development of a BLM FQS more responsive to local fire force needs. It would require development of a standard system. It would include fuels management and would give each state latitude to design a fire training program meeting local needs.

Option #3: CONTRACT ALL OR PART OF BLM FIRE SUPPRESSION TO OTHER AGENCIES.

BLM already contracts its fire suppression in certain areas. This option would necessitate great expansion of contracting to transfer BLM fire suppression activities to other Federal, State or private agencies or organizations. It would remove BLM from the fire suppression business wherever possible.

Option #4: ADOPT THE NATIONAL FIRE QUALIFICATION SYSTEM COMPLETELY BUT WITH RELIANCE ON OTHER AGENCIES FOR CLASS I AND/OR CLASS II FIRE TEAMS.

BLM would train to Fire Boss III level including supporting positions. Other agency Class II and I overhead teams would be requested when necessary. A second level in this option would have BLM training to Fire Boss II and relying on other agencies for Class I situations.

Option #5: ADOPT THE NATIONAL FIRE QUALIFICATION SYSTEM TO VARYING LEVELS DEPENDING ON LOCAL SITUATIONS WITH CENTRALIZED BACKUP AT THE CLASS II AND I LEVEL.

A cadre for Class I and II overhead would be based at BIFC for use in low fire states. Idaho, Oregon, Nevada, and California would retain Class II overhead capabilities. Alaska would retain capability through Class I. The remaining states, basically the low fire occurrence states, would retain initial attack or Class III capability.

Option #6: NO CHANGE.

This option envisions no change in the present process. The 1973 Standards would be implemented at the present level of commitment.

Option #7 (The Recommended Option): ADOPT THE NATIONAL FIRE QUALIFICATION SYSTEM (NFQS) FOR HIGH RISK OVERHEAD POSITIONS, A BLM STANDARD FOR MEDIUM AND LOW RISK POSITIONS, PLUS A BUREAU STANDARD FOR FUEL TYPE EXPERIENCE FOR ALL FIRE POSITIONS. PHASE INTO TOTAL NFQS OVER A PERIOD OF TIME.

Background: The NFQS is developed for complex fire organizations ranging in classes from low complexity (Class III) positions to high complexity (Class I) positions. All fire fighting positions must have specific training and experience when classified under NFQS. The exception to this is that NFQS has no requirement for initial attack forces.

NFQS requires 204 hours of training and 11 separate courses to achieve a Class III Fire Boss level.

The task force determined the NFQS can be stratified to be responsive to risk to human life and property. These stratifications are described as follows:

1. High Risk: Those situations which could result in death, serious injury or high property loss if an incorrect action, or failure to take an appropriate action were to occur. This is due to the complexity of the situation and/or the critical nature of the job.

2. Medium Risk: Those situations which are less critical and/or those in less complex situations.

3. Low Risk: Those which will not create loss of life, serious injury, or property damage. These situations are normally administrative and service actions.

The overhead positions applicable to this risk stratifications were identified as follows:

High Risk Positions

Class I Overhead Team
Class II Overhead Team
Division Boss
Safety Officer
Fire Behavior Officer
Air Attack Boss
Helicopter Boss
Air Service Officer
Sector Boss

Medium Risk Positions

Class III Overhead Team
Crew Boss (Tanker Boss)
Squad Boss
Fire Fighter
Initial Attack Fireman

Low Risk Positions

Maps and Records Officer
Training Officer
Information Officer
Equipment Officer
Supply Officer
Communications Officer
Time Officer

Four key issues are considered in this option:

1. The NFQS is not responsive to tactical needs of specific fuel types.

2. Certain portions of NFQS courses are not required in specific fuel types and in some cases different courses are required, i.e., portable pumps course is not required in the desert fuel type while a ground pumper course is required.

3. The NFQS contains no requirement for strength-of-force initial attack firemen.

4. Initially, the training components for medium and low risk positions can be reduced below NFQS and still meet BLM needs pending improved staffing levels and system integration.

This option provides specific minimum training and experience requirements for all fire fighting positions, including initial attack. For instance, low risk positions would be certified under a Bureau Standard System and be required to have training or experience which would allow them to adapt day-to-day skills to the fire situation. A District time officer may require no more than four to eight hours training in hazard pay and overtime pay calculation to be qualified. A District heavy equipment operator may require some training in obligation of "Offers for Hire" and inspection techniques to be an equipment officer.

Medium risk positions would be certified under a Bureau System and be required to meet the minimum training standard as established. This training is estimated to be approximately 80-90 hours. The training courses for these positions can, for the most part, be drawn from the already developed NFQS training packets. Some new development will be

required in the specific fuel type tactics and for the initial attack forces. These must also be provided for high risk positions.

High risk positions would be filled by persons fully qualified under the NFQS. The Sector Boss position would be the transition position from the Bureau System to the NFQS System.

After a person obtains a Class III rating as Fire Boss under the Bureau System, he/she could move into the NFQS System by passing an equivalence test for Sector Boss. Another alternative would be to take a course specifically designed for this transition when he/she had the minimum required experience.

Under this option, a fire would be initially manned by persons holding the Bureau Standard System. If a high risk position were needed, it would be filled by a NFQS certified employee. If complexity increases to the point that the fire overhead team must be changed from Class III to Class II, all top overhead (Fire Boss, Plans Chief, Service Chief, Line Boss, and Finance Chief) would be NFQS qualified. Bureau System qualified people could be moved to subordinate medium risk positions under the NFQS certified people or back to initial attack status.

As NFQS develops, it is hoped some of the flexibilities and additional requirements of this option can be incorporated into the system and the Bureau System would be integrated as part of NFQS.

Pro Comments:

a. Will meet BLM needs for both qualified overhead and provide means of training and certifying forces necessary for initial attack.

b. Positions normally sent out of the local area (state) to the states and major agencies will be NFQS certified. The receiving office will be assured of consistent standards.

c. Is cost effective in terms of training dollars and time. The training necessary to handle most of the fire occurrences (initial attack) can be directly applied to those fuel types in the area. Therefore, those personnel below sector boss will not be extensively trained in fields of expertise not necessary. This system recognizes that the major number of people are in initial attack and directs training time and dollars in proportion to the number of people actually moving up the ladder.

d. Provides maximum training and use flexibility for its largest fire work force (90% of fire incidence) explained in more detail in "c" above.

e. All positions certified. This will assure that standards are known and all personnel will be certified.

f. Can bridge from BLM System to NFQS and vice versa. (Course work can be extracted from NFQS for BLM System for meeting NFQS. BLM would need to develop fuel related training and initial attack training which could be added to NFQS at a later date.)

g. Fire suppression program is under BLM control at all times with Class I and II overhead teams being activated from within BLM as is expedient.

h. Total fire management capability is developed and enhanced by BLM. Areas of expertise in the overall fire management program including prescription burning, etc., can then be provided with BLM. This area of expertise is becoming more important each year as resource values increase.

i. Establishes a standard for initial attack forces. This key role in suppression is generally overlooked by other systems.

j. Liability factor is minimized through use of certified personnel. This assumes that using an adopted FQS will reduce the likelihood of payment of large liability claims.

k. Creates fire career opportunities for BLM employees.

Con Comments:

a. Personnel certified under the BLM System may not be acceptable to agencies who have fully adopted NFQS.

b. BLM System is not developed. While not considered as a major undertaking, it requires certain tasks to be done.

c. Will likely cost more under present FQS execution. This considers present actual costs, not those which would have been encountered if full obligations of "Allocation of Forces" under the 1973 system had been met. In addition, some offices are not presently training initial attack forces.

d. Management decisions may require emphasis shifts in BLM programs. While true in most of the options, it is especially true in this one as the commitment to this program will acquire strong management direction.

The Task Force recommends adoption of Option #7 for the following reasons:

a. This option provides qualification standards for all fire suppression positions, including initial attack fire fighters that are not covered in the NFQS System.

b. The BLM qualification standards would be more responsive than NFQS to the specific fuel types and conditions involved in BLM fires.

c. High risk fire overhead positions meet NFQS and the Bureau can continue with interagency cooperation involving exchange of personnel in major fire situations.

d. The cost of training will be substantially less initially than attempting to train all suppression personnel to meet NFQS.

e. The system will enable BLM to expand the qualification system to totally meet NFQS at a later date.

Implementation of this option would require the following action:

a. Develop BLM Standards for medium and low risk positions by June 1, 1977.

b. Develop training package to provide bridging for more personnel from BLM Standard to qualification under NFQS by January 1, 1978.

c. Develop fuel type experience standard by June 1, 1977.

d. Develop training strategy to meet the BLM Standard by June 1, 1977.

e. Adopt as developed those portions of the NFQS which are under development which are relevant to and meet BLM needs.

f. Develop training strategy during FY 1978 to provide for full implementation of NFQS by the 1981 fire season.

g. Make a recommendation to the NWCG that the Qualification - Certification team set standards for application of "Grandfather" clause prior to 1977 fire season.

h. If the above action cannot be taken, the BLM develop and adopt "Grandfather" clause standards by June 1, 1977.

i. Develop and manualize instructions, training requirements, experience requirements, and all other materials required to implement the NFQS by January 1, 1978.

j. Revamp the current allocation of forces to reflect a level commensurate with individual state fire loads and personnel capability (see following section on allocation of forces).

ALLOCATION OF FORCES

Introduction: The allocation of forces (AF) identifies skills and numbers of fire overhead personnel needed to respond to abnormal fire situations Bureauwide. This concept was laid out in the Fire Training Task Force Report of 1972. At that time 1300± BLM employees received fire training and were on call for Bureauwide call. That report suggested an interim reduction to 600± persons with a proposal that fire managers assess the need further in an effort to concentrate training on those persons needed for suppression. This resulted in the present AF of 353 persons. This too appears excessive since the personnel would be susceptible to Bureauwide and interagency use, thus requiring adherence to high standards. With the acceleration of all BLM programs, a reassessment of the situation in connection with meeting some FQS is mandatory.

Analysis: The Task Force made an analysis based on shared knowledge as to the relative fire loads in the states. Each district was ranked either high, medium, or low, using these criteria:

> High: Heavy fire load, multiple fire days common, project size fires occur frequently.
>
> Medium: A moderate fire load. Multiple fire days sporadic but do occur regularly each season. Project fires occur but not in significant numbers.
>
> Low: Low fire load. Multiple fire days are rare and project fires seldom occur.

A fourth category was used for those Districts that contract their fire protection. These are low to moderate in fire load. These Districts retain fuel management and fire contract administration. They do not need initial attack capability.

The left hand block of Illustration 1 displays this rating. Note that only six Districts fall into the high category with 19 in the medium class. This rating coupled with the timing of fire seasons reduces the probability of simultaneous complex fire situations-- hence, a reduced need for a large AF. This conclusion is reinforced by the fact that 90 percent or more of BLM's fire actions are initial attack actions through Class III fire boss complexity.

These conclusions lead the Task Force to a recommendation that a new strategy be undertaken. We propose that each state provide capability for its own initial attack through Class III fire boss actions. This would include recruiting, training, and maintaining a fire organization to meet 90 percent of its own fire load. We propose that the allocation of forces be staffed to react to the other 10 percent of BLM fires. We recommend a level of 90 persons for the AF.

STATUS OF FULL TIME FIRE POSITIONS

State	Categorization of Districts By Ranking Fire Load				PROPOSED						PRESENT (Total BLM)	
					District ***		BIFC					
	High	Med.	Low	Cont.	Perm.	Long-term WAE	Perm.	Long-term WAE	SO	WO	Perm.	Long-term WAE
Alaska	2				22	37			7		29	37
Arizona		1	3*		6	1			2		1	
California		2	1	3	10	2			3		4	6
Colorado		2	2		8	2			2		3	4
Idaho	2	2	1	1	20	4			3		6	4
Montana		2	1	1**	8	2			2		2	9
Nevada	1	3	2		17	4			3		6	7
New Mexico			4		4				1		1	15
Oregon	1	3	1	6	22	4			2		9	4
Utah		3	2		11	3			2		1	25
Wyoming		1	3		6	1			2		1	8
WO										7	7	
BIFC							30	9			30	9
TOTALS	6	19	20	11	134	60	30	9	29	7	100	137

* Includes Yuma District
** Dickinson (ND) District
*** Staff derived as follows (except Alaska): High, 6 permanents; Medium, 3 permanents; Low, 1 permanent; Contract, 1 permanent

The question of who should make up the AF cadre poses another dilemma for the manager. Should permanent or long-term WAE fire personnel have the major role or should all BLM personnel share equally in the role? The right hand column of Illustration 1 reveals only 100 full time fire employees in BLM. Thirty of these are in BIFC and 7 in the Washington Office, leaving 29 in Alaska and 34 in the other 10 States.

These employees are usually tied up with managing the local fire programs and are not available for an AF assignment. Thus, the present burden is on the non-fire personnel, at a time when resource programs are more demanding than ever. This, coupled with the Bureau's thrust into full fire management to replace our "fire department" approach, requires a complete overhaul of our staffing.

The Task Force approached this problem by projecting optimum staffing for Districts by the high, medium, low, and contract categories. These are depicted in Illustrations 3, 4, and 5, with the head count summarized in the center of Illustration 1. In this analysis, Alaska was considered to have adequate staffing, as does BIFC and the Washington Office. It envisions an increase of 100 permanent positions over a period of time, with a decrease of 68 long-term WAE's. Each State and District would be staffed with the capability to provide manpower and expertise for full fire management. This concept would shift the bulk of the AF staffing to full time fire personnel. Illustration 2 depicts an allocation of forces under this concept.

Summary: The Task Force recommends the following actions regarding allocation of forces:

1. Assign each State full responsibility for handling all instate fire actions, initial attack through Fire Boss III complexity. At the proposed staffing levels, full time fire personnel with temporary employee support should handle 90 percent of the state's fire load. Training and experience should meet BLM standards as set out in option 7 of the foregoing NFQS recommendation.

2. Set the new allocation of forces at 90 persons-- these to meet the complex fire situations that make up 10% of BLM's fire load. These personnel are to meet NFQS standards. The detail or makeup of the AF should be completed upon the assessment of the various state programs in connection with recommendation 1.

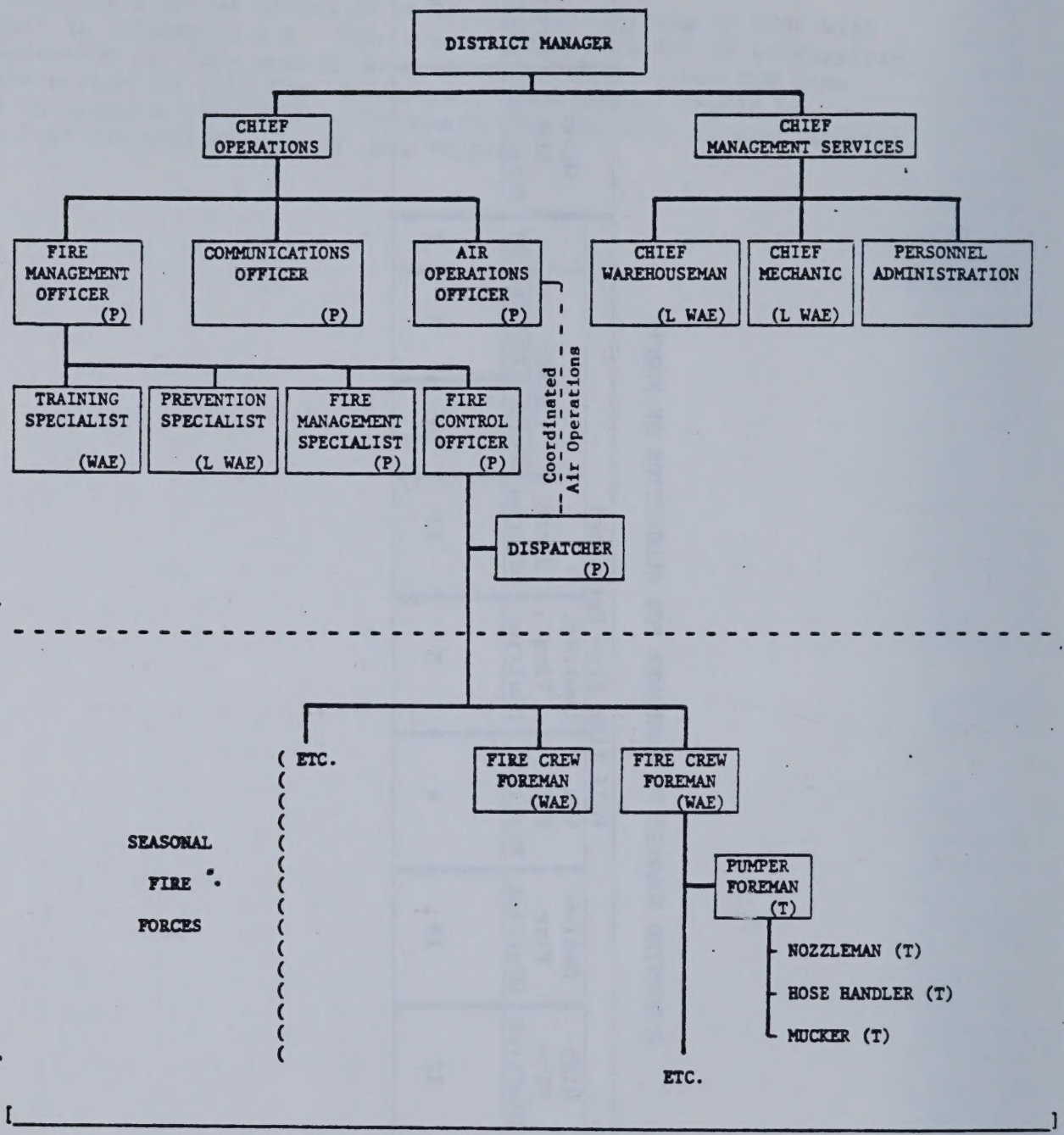
3. Reassess the involvement of State and District participation in Departmental overhead teams. These assignments should be phased out with the individual agencies assuming a stronger role in their own fire programs-- U.S. Fish and Wildlife Service being an example. If BLM is to maintain a strong role in providing overhead to National Teams, a compensation in head count should be provided by the Department. If each agency had its own allocation of forces, a trade off of teams in times of emergency would be much more palatable.

4. Initiate a budget action to reinforce the staffing in line with the proposal in Illustration 1. This requires the addition of presuppression, suppression and fire ecology expertise and would launch BLM into the desired posture of full fire management. This effort should be initiated to coincide with full implementation of the NFQS as contemplated in option 7 of the NFQS Section of this report.

SUGGESTED SOURCES OF MANPOWER FOR ALLOCATION OF FORCES

Overhead Needed for 10% of Large and Multi-Fire Situations	Full Time Fire Personnel								Other BLM Personnel	Overhead Available
	High Fire District	Medium Fire District	Low Fire District	Contract Fire District	State Offices	BIFC		WO		
						Perm.	FT/WAE			
90	12	18	4	5	13	10	4	2	22	90

MODEL FOR HIGH FIRE OCCURRENCE DISTRICT



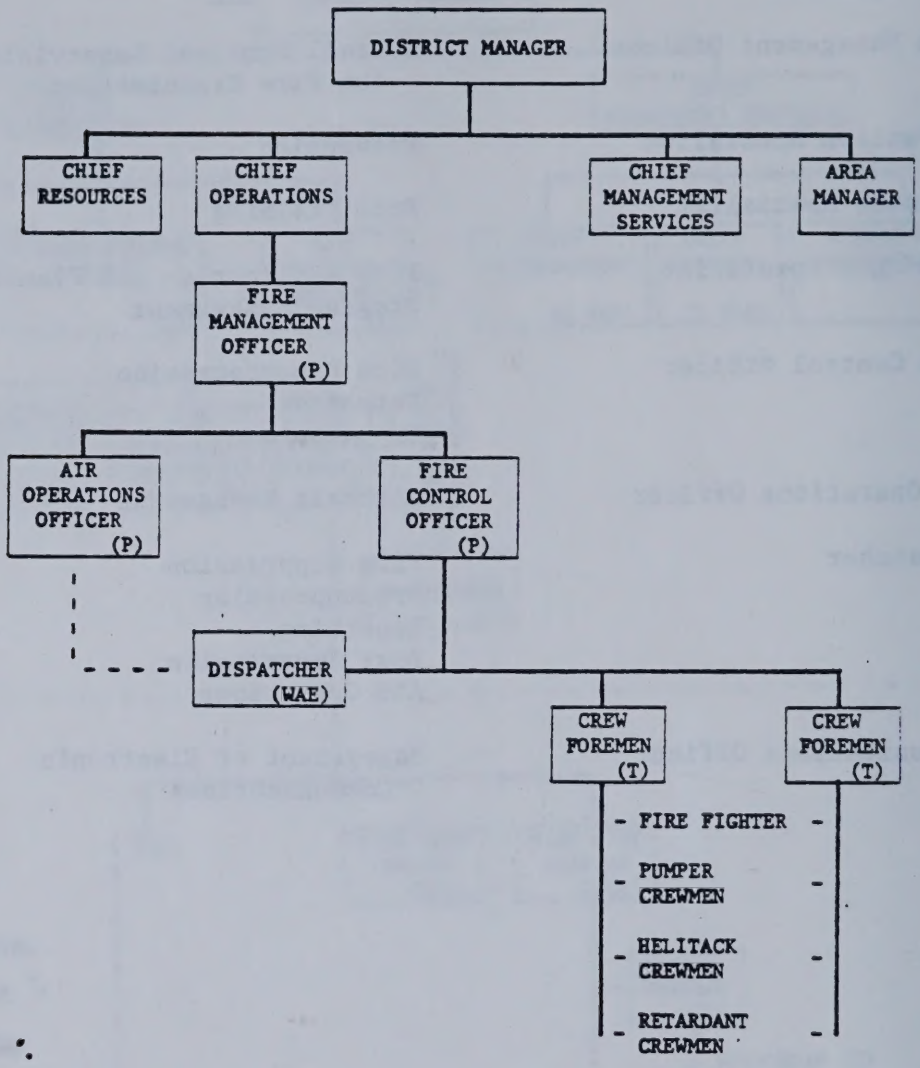
P - Permanent Full Time
L WAE - WAE over 6 months essential
WAE - WAE of variable duration based on District need
T - Seasonal Temporary

High Fire District Job Listing by Position

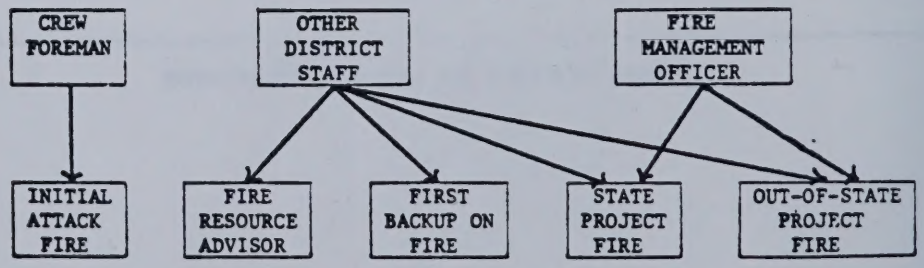
Position	Job
Fire Management Officer	Overall Mgmt and Supervision of the Fire Organization
Prevention Specialist	Prevention
Training Specialist	Fire Training
Fire Mgmt Specialist	Fire Application and Planning Program Management
Fire Control Officer	Fire Presuppression Detection Suppression
Air Operations Officer	Aircraft Management
Dispatcher	Fire Suppression Presuppression Reporting Post Suppression Air Operations
Communications Officer	Management of Electronic Communications

Illustration 4

MODEL FOR MEDIUM FIRE OCCURRENCE DISTRICT



FIRE ASSIGNMENTS



P - Permanent Full Time
L WAE - WAE over 6 months essential
WAE - WAE of variable duration based on District need
T - Seasonal Temporary

Model for Medium Fire Occurrence District

Within the District it can be anticipated that certain fire duties will fall on specific organization entitites, i.e.,

1. All initial attack will be done by the initial attack fire crew foremen and crewmen. These forces cannot remain committed to project or extra burning period fires and must be recalled.

2. Resource advisors to the extra period fire must come from the Area Managers Staff or Resource Staff.

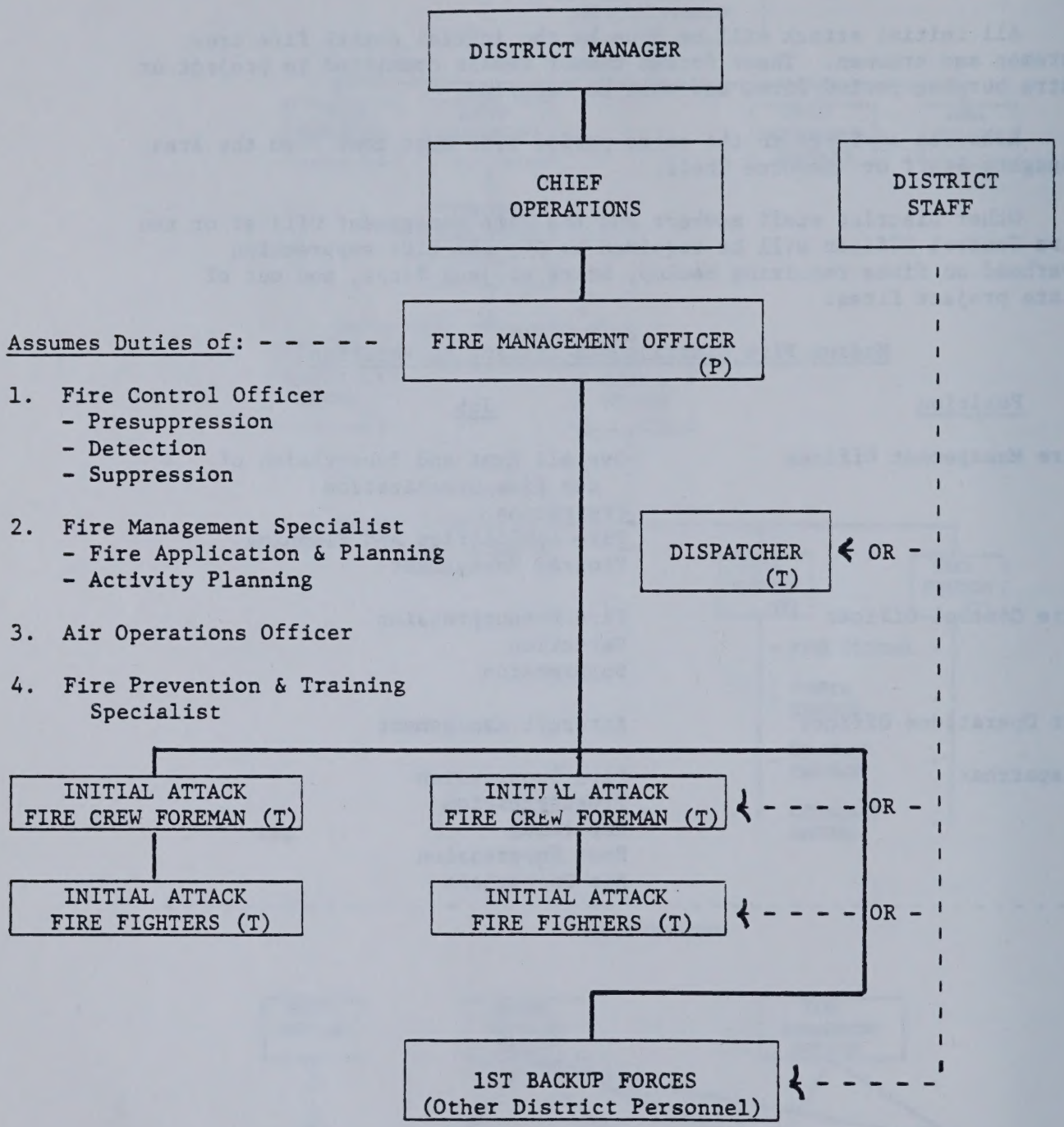
3. Other District staff members and the Fire Management Officer or the Fire Control Officer will be required to provide fire suppression overhead on fires requiring backup, State project fires, and out of State project fires.

Medium Fire District Job Listing by Position

Position	Job
Fire Management Officer	Overall Mgmt and Supervision of the Fire Organization Prevention Fire Application and Planning Program Management
Fire Control Officer	Fire Presuppression Detection Suppression
Air Operations Officer	Aircraft Management
Dispatcher	Fire Suppression Presuppression Reporting Post Suppression Air Operations

Illustration 5

MODEL FOR LOW FIRE OCCURRENCE DISTRICT



P - Permanent Full Time
L WAE - WAE over 6 months essential
WAE - WAE of variable duration based on District need
T - Seasonal Temporary

Model for Low Fire Occurrence District

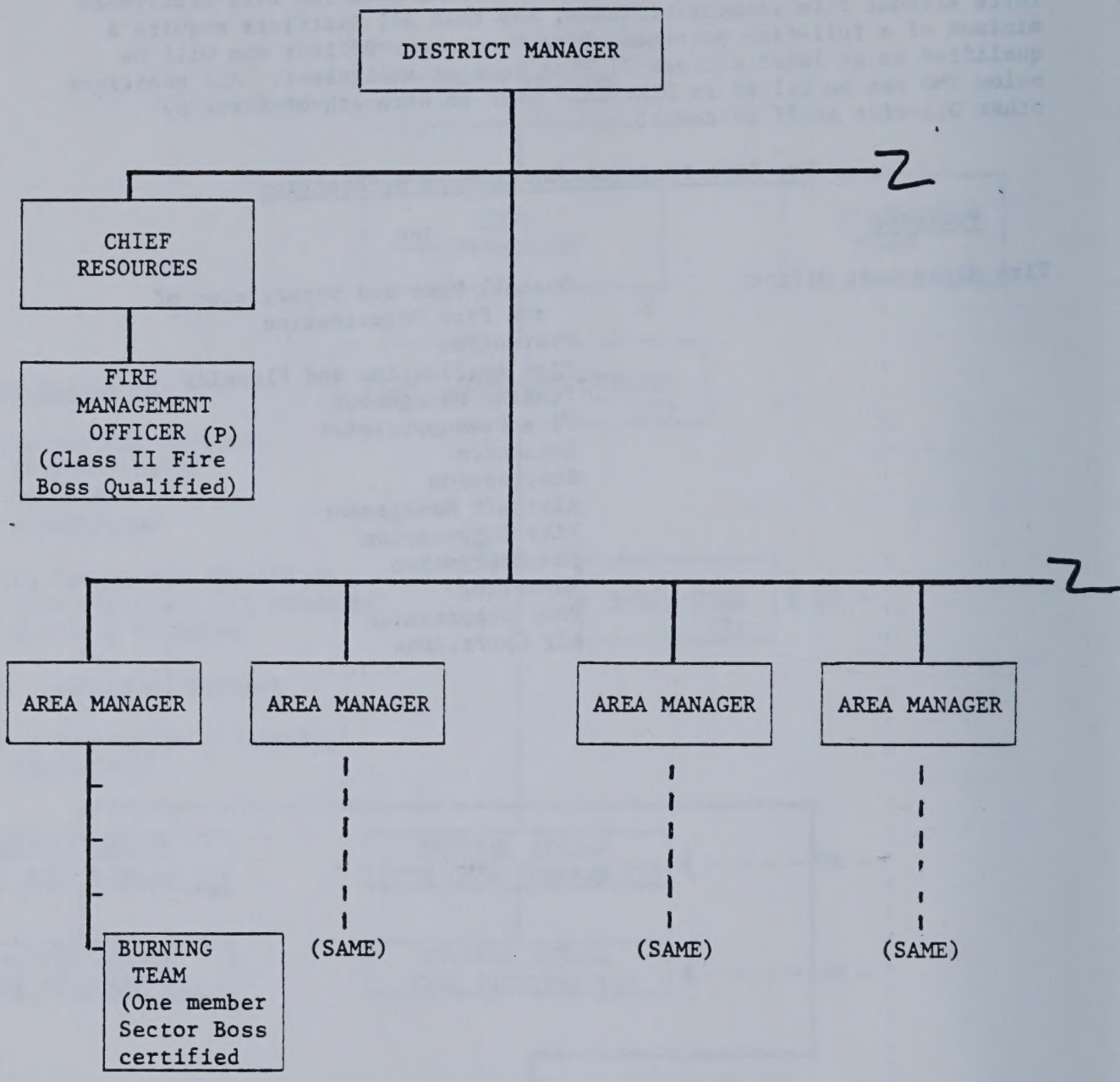
Model is intended to be used on Districts that have low fire occurrence force account fire responsibilities, and that all Districts require a minimum of a full-time permanent Fire Management Officer who will be qualified as at least a Class II Fire Boss or equivalent. All positions below FMO can be filled in Districts with no strength-of-force by other District staff personnel.

Low Fire District Job Listing by Position

Position	Job
Fire Management Officer	Overall Mgmt and Supervision of the Fire Organization
	Prevention
	Fire Application and Planning
	Program Management
	Fire Presuppression
	Detection
	Suppression
	Aircraft Management
	Fire Suppression
	Presuppression
	Reporting
	Post Suppression
	Air Operations

Illustration 6

MODEL FOR WESTERN OREGON DISTRICT FIRE ORGANIZATION



Model for Western Oregon District Fire Organization

A Western Oregon Fire Organization model is included with this group to identify a full-time District fire program in support of the new Fire Protection contract. A similar model could apply to other districts who contract their fire protection. This need has also been identified as a fuels management opportunity through timely, prescribed burning by or under supervision of Bureau employees. The urgent need for prescription burning was recently demonstrated through court action limiting the use of certain herbicides (2-4-5T and Silvex 2-4-5-TP) in brush control, and increased public and State DEQ awareness of slash burning contributions to the smoke management problem.

To assume direct responsibility of fuels management, brush control, and slash burning, the District FMO and a minimum of one person in each Resource Area must be Fire Qualified. The District FMO should be Class II Fire Boss or equivalent under the NFQS; the Resource Area people for fuel management and prescribed burning must be Sector Boss certified under the proposed BLM Fire Qualification Standard.

Each Western Oregon District would need to program 10 man-months for an FMO rather than the present 4 to 5 man-months. This may require some shifting of personnel to get qualified people in position. These suggestions could apply to other contract Districts.

Under this model no additional allocation of forces will be necessary, and the training man-months and dollars should be reduced. Each Western Oregon District presently has a number of persons certified at the Sector Boss level. Other contract Districts will have varying levels qualified persons available.

The new FMO positions in Western Oregon would have the following general responsibilities:

COAR for fire protection contracts and supplements
Presuppression
Fuels Management Specialist
Air operations focal point
Dispatch
Prescription burning
Fire training
Fire safety
Bureau planning system
Annual Work Plan
Fire/aircraft reports
Equipment management
Fire weather
Smoke management

POLICY QUESTIONS

In the course of this study, the two task forces identified several matters that need policy decisions by management. These questions are presented here and early resolution is urged.

1. THE BUREAU SHOULD ESTABLISH A POLICY THAT SKILLED FIRE PERSONNEL WHO HAVE MOVED INTO KEY MANAGEMENT POSITIONS WILL BE MADE AVAILABLE WHEN NEEDED FOR FIRE OVERHEAD ON CLASS I AND CLASS II FIRES.

Many of the Bureau's most experienced and best qualified fire suppression personnel have moved into key management positions in State, District, Service Center, and Washington offices in recent years. For the most part they have become committed to new duties and responsibilities and are now considered to be unavailable for fire suppression assignments.

Major fires destroy millions of dollars of resources, have major adverse impacts on the environment, require large expenditures of money and manpower, and endanger the lives of large numbers of people. The safety and expense factors alone make the suppression of a major fire one of the Bureau's most critical tasks, to say nothing of the adverse impact on resources and the environment.

The caliber of leadership on a major fire has a direct impact on the suppression action. The Bureau has a high investment of fire control training and experience tied up in Associate State Directors, District Managers, Division and Branch Chiefs and Resource Staff professionals. It is incongruous for the Bureau to allow these people to leave their jobs for a week or two at a time for such things as workshops, conferences, training sessions, selection panels, etc., but to consider the duties of their positions so critical that they are "unavailable" to participate for similar time periods on occasional fire overhead teams when major fire situations occur. The result is that the Bureau directs the suppression of many major fires with our less experienced and qualified personnel, and fails to use some of our most capable fire overhead people.

The impact of the new Fire Qualifications Standards and the new Allocation of Forces, along with a logical assessment of priorities, require BLM to make more efficient utilization of the existing fire control skills of our personnel. A statement of policy on this subject is necessary to tap this source of manpower.

2. POLICY ON COMPOSITION OF MULTIAGENCY COORDINATING GROUP (MAC) SHOULD BE CLEARLY STATED AND MEMBERSHIP SHOULD BE NAMED WELL IN ADVANCE OF ACTIVATION.

It is recommended that MAC team members and their alternates for BLM be named in advance of the fire season and a preseason workshop be held to brief each on duties, operational procedures, etc. The personnel

selected should serve more than one year and if activated during the course of the season, an evaluation review should be held in order for them to be better qualified on next activation.

Recommended composition is dependent upon the amount of Interior-related fire problems as follows:

A. Primary Interior involvement in fire problems (BLM, BIA, NPS, etc.) membership should be:

1. A State Fire Management Officer.

2. An Associate State Director or a District Manager.

3. A qualified DSC finance person or a State Office Management Services Chief.

B. Primary Agriculture involvement in fire problems:

1. A State Fire Management Officer.

2. An Associate State Director or a District Manager.

A state which has heavy direct involvement in a specific fire problem should not also supply MAC support. It is recommended that for any given occurrence, activation of a MAC group should come from an alternate state. (For example, if Idaho FMO is a designated member of MAC and the fire problem is in Idaho, the alternate should be activated.)

3. ESTABLISH INTERDEPARTMENTAL FIRE OVERHEAD TEAMS AT BIFC.

The option recommended regarding NFQS envisions that each state develop a fire capability and suppress 90 percent of their own fire occurrence. If adopted, it is further recommended that each state not be required to budget man-months and monies building fire team organizations to fight fire on other agency lands, as in present allocation of forces.

If this capability is required by the Department, it is recommended that Interdepartmental Fire Overhead Teams be developed and housed at BIFC. Man-months and monies to fund this program should be furnished by the Department or by the receiving agencies.

It is envisioned that these employees would be highly skilled and trained in all facets of fire management. They could be made available to agencies in the off season as trainers and to provide prescription burning, prevention planning and other fire-related expertise Department-wide.

4. TO WHOM SHOULD BLM-BIFC PROVIDE SUPPRESSION SUPPORT FROM BLM STAFF MEMBERS?

Problem: The impact of across-the-board fire assistance to other agencies and international agencies from BLM-BIFC reduces the availability of technical fire assistance and fire suppression assistance to the rest of the Bureau. Additionally this procedure requires BLM to commit other programmed manpower to assist other agencies during the critical field season. In some cases AWP commitments have to be delayed or cancelled to meet the fire load with little benefit to the Bureau. This procedure has allowed some agencies (particularly the Fish and Wildlife Service) to fail to tackle their own responsibility in fire suppression.

Recommended Policy Change:

A. BLM provide interagency fire support at the local level when forces are available.

B. BLM will provide overhead assistance from designated BLM teams when they are surplus to the needs of the Bureau and when the other agency problem is in one of the 11 western states or Alaska.

C. No AWP commitment for BLM-BIFC staff members will be waived unless approved by the Director to support other agency fires.

D. Assistance outside the 11 western states will be provided from designated U. S. Department of the Interior teams when the Department provides ceiling and funds for the team members.

5. CRITERIA FOR DESIGNATION OF FIRE CLASS NEEDS TO BE CLEARLY DEFINED.

The present criteria for classing fires are poorly defined. The class of a fire depends primarily on the number and organization of people needed to suppress it. As a fire becomes larger and more complex, there is an increase in the number of people, the kinds of skills needed, the kinds of equipment and suppression methods required, and the organizational structure needed to supervise the operations. The following criteria are recommended:

Class III Fire (or Initial Attack)

The entire fire is manned by one or more crews of fire fighters under one Fire Boss. A typical organization chart is attached.

Class II Fire

The fire is divided into two or more sectors. A typical Class II organization chart is attached.

Class I Fire

The fire is divided into two or more divisions with each division being divided into from one to three sectors. A typical Class I organization chart is attached.

6. CIVIL SERVICE CLASSIFICATION AND QUALIFICATION STANDARDS - JOB TITLES.

The District Fire Management Officers during a recent training session identified a problem which affects the fire program. The problem is elaborated in detail in the appendix of this report, but briefly stated, concerns non-uniformity in job classification and Civil Service series as well as grade classification for Fire Management Officers.

It is our recommendation that a BLM amendment be prepared to the 401 series to include fire professionals and technicians as an interim classification pending Civil Service review and redevelopment of the Civil Service 400 series.

7. FIRE MANAGEMENT EVALUATION.

We recommend that fire management evaluation be designed to analyze the overall fire management job in a District rather than individual actions on big fires. Too often the Bureau has rewarded people for putting out a big fire, when had they done their job properly, could have extinquished the fire in initial attack. Past special recognition on fire performance has largely been aimed at individual action on specific large fires. In these instances, the individuals serving have already been paid to do a job (overtime), yet the question of why the fire became a large fire is rarely addressed. In many instances the occurrence time is well within the present 80 percent guideline for attack in the Normal Year Strength-of-Force Plan as far as weather and fuel conditions are concerned. In many cases conditions were clearly evident which should have strongly indicated a necessity of modification of dispatch or attack plans.

The stress on overall fire management job accomplishment would address all aspects of suppression (prevention-dispatch, etc.) as well as input into the planning system, fuel modification plans, etc.

8. MOVE THE FIRE MANAGEMENT RESPONSIBILITY BACK INTO THE DIVISION OF RESOURCES AT THE STATE OFFICE.

For many years the fire suppression responsibilities in the State Offices were located in the Division of Resources (i.e., Range and Forestry). With reorganization into the present divisions, the State Fire Management Officer moved into the Division of Technical Services. Interest in fire by resource personnel in the State and District Offices began to drop off shortly after the shift occurred and has continued to decline.

With the emphasis now shifting to overall fire management rather than fire suppression, it appears that serious consideration should be given to the feasibility of moving fire management responsibility back into the Division of Resources at the State Office. This would place the Chief, Division of Resources with direct responsibility for providing for the necessary resource-funded personnel and training to accomplish the fire management responsibilities. In addition, resource-oriented personnel who have fire experience and qualifications from the Districts who move into State Office jobs (generally into the Division of Resources) will be able to keep that experience and provide expertise by serving in "Acting" capacity after hours for the State Fire Management Officer.

The Task Force recommends a study be initiated to evaluate this organizational change.

APPENDIX 1

REPORT OF FIRE MANAGEMENT OFFICERS TASK FORCE

OPTIONAL FORM NO. 10
JULY 1973 EDITION
GSA FPMR (41 CFR) 101-11.6

UNITED STATES GOVERNMENT

Memorandum

TO :Chairman, Fire Management Task Force

DATE: February 18, 1977

In reply refer to:
9211.81 (970)

FROM :Chairman, FMO Task Force

SUBJECT: Fire Management - Standards and Qualifications

The FMO Task Force was charged with defining work loads, exploring ramifications, and evaluating Bureau application of the subject. This task was directed by Washington Office Instruction Memorandum No. 77-38. The following FMO's developed the enclosed material for use by your Task Force.

Joe Kastelic - Alaska
Fred McBride - Nevada
Don Halsey - BIFC
Harlen Smith - New Mexico
Glen Rose - Wyoming

Joseph P. Kastelic

5010-110

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

Fire Qualification System Analysis

Bureau of Land Management

February 18, 1977

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2. National Fire Qualification System

3. Agency Relationships and NFQS Acceptance

4. W.O. Instruction Memo No. 77-38

5. Cost Comparison of Qualification Options

6. Fire Boss III/Sector Boss Training - NFQS and BLM System

7. Current Allocation of Force

A. Background

Persons engaged in fire suppression are exposed to a high risk environment. Agencies engaged in this type work must reduce risk to protect human life and enhance performance. Major improvements can be accomplished by insuring employee job knowledge and personal fitness. In this regard agencies have developed training and physical standards which must be met before engaging in fire suppression. Testing in training and physical fitness insures that standards are met. Controlled certification is an essential ingredient which identifies that standards were met. With realization in these areas, agencies have done what is possible to minimize risk in the discussed area. This directly effects employee safety, work performance, and agency liability. The procedure to accomplish these goals is termed "Fire Qualification System."

The Bureau is using an old fire qualification system (Attachment 1). This system is outdated in terms of requirements, present fire control organization, physical testing, available training, and state of the art. Other agencies have identified similar deficiencies with their qualification systems. Some Governmental entities have no system. Aside from the noted deficiencies, present fire control requires multi-agency involvement on fires. In an effort to maximize safety and performance, "each" agency demands its standard be met. With multi or negative standards in existence, cooperation and performance is difficult.

Nationally, all agencies have recognized these problems. In solution, the Forest Service with some input from Interior Agencies developed a National Fire Qualification Standard/System (NFQS). It was designed to minimize human risk and maximize job performance. To accomplish these goals, the necessary standards are high and require intensive employee training prior to certification (Attachment 2). Certification implies National location use under any fire suppression situation.

The National Wildfire Coordination Group (top fire management multi-agency representatives) are attempting to gain NFQS acceptance by all Federal Agencies, State Agencies, and other private/local level groups engaged in fire suppression. In terms of significant fire suppression organizations, only the Forest Service, National Park Service, and Bureau of Indian Affairs have accepted the system. The two Interior Agencies have accepted at the National level but field levels have been reluctant to varying degrees. BLM has not accepted the NFQS. The task force objective was recommendation of a qualification system which BLM could use to meet its needs within the constraints of safety, satisfactory performance, training time, training ability, and other agency cooperative relations (see Attachment 3 for agency relationships and NFQS acceptance). We must keep in mind this discussion relates to people and "personnel assistance" as opposed to equipment, aircraft, etc. In regard to cooperative relationships, only the Forest Service requires mandatory rating under the NFQS. This work area is not major considering BLM's total cooperative relationship.

The next point of discussion involves the Washington Office directed "assumptions for task force" (IM 77-38, Attachment 4).

2. The standard fireline organization as outlined on the following pages of this enclosure will be used on all fires. This organization is contained in the referenced instruction memorandum. The task force emphatically disagrees with this given assumption. In the interest of time, economy, personnel, and fire organization commensurate with fire problem; the statement is not reasonable or acceptable.

It is the judgment of the Fire Management Officer which determines what type of suppression organization will be used on a fire. Again, suppression organization must be commensurate with the fire problem. The one case where mandatory standard organization must be applied is the "project fire." Management must review each fire's complexity before project designation. No single set of criteria can be used. Complexity is a mix of considerations and their relative impact. They include, but are not limited to:

a. property concentration
b. people concentration
c. threatened resource values
d. off site impacts
e. political impacts
f. public opinion
g. agency policy
h. land use plans
i. fire size and behavior
j. projected burning conditions
k. projected control costs
l. action priority considering multiple incidence
m. amount and proportion of control capability required

In all cases, judgment of management determines the type of control organization.

3. There will be fewer large fires in the future due to improved prevention, - - -. The team does not support this assumption. Experience has shown more fires with time which increases the risk for large fires. Resource management systems such as grazing will increase fuel continuity and subsequently increase risk. Most large fires are a function of abnormal high fuel hazard and weather.

Immediate effective response planning for this situation is not economically feasible.

B. Fire Qualification Options For BLM

1. Adopt the NFQS Completely.

Pro comment includes:

a. Training optimum considering all agencies.
b. All fire control positions certified (red card - liability test).
c. Certified personnel acceptable to all agencies and locations.
d. System is completely developed.

Con comment includes:

a. Some agencies require all personnel used in a cooperatively attacked fire be NFQS rated (particularly Forest Service). If BLM accepts NFQS completely we may also be required to honor this relationship with our cooperators or use dual standard.
b. NFQS requires the largest training commitment, associated dollars, and associated time.
c. Considering BLM needs, "complete" adoption appears overkill.
d. Most BLM cooperators are not accepting the standard in total or part.

2. Reject the NFQS Completely and use a BLM Standard.

Pro comment includes:

a. Standard would meet the liability test.
b. Standard acceptable to all non-Federal entities.
c. Training commensurate with BLM needs.
d. All fire control positions certified (example grey card).
e. Less training job than the NFQS.
f. Less costly and time consuming than NFQS.

Con comment includes:

a. Standard not acceptable to the Forest Service which impacts cooperative relationships. Other Interior Agencies "may" field accept the NFQS concept.
b. System not developed. Major development effort required.
c. Phase-in opportunity to the NFQS at a later date cannot be identified.

3. Eliminate the Conflict. Contract all or part of BLM fire suppression to another agency. This option would on one hand delete a management workload. However, it would not eliminate BLM responsibility. Reaction to suppression and fire treatment needs would be slow and exhibit some non-responsiveness. In terms of cost, this option is the highest. In large areas such as Alaska, no other protection agency exists which can provide the necessary suppression element. Based on this discussion, no further development of the option will be done.

4. Adopt the NFQS completely. However, BLM only train Fire Boss III level and less. Use Forest Service Fire Boss I and II level personnel as needed.

Pro comment includes:

a. Least costly in terms of training and time.
b. BLM trained personnel could accomplish its initial attack role independently (90 plus percent of incidence).
c. All fire control personnel certified by NFQS.
d. BLM personnel acceptable to all cooperators particularly Forest Service.

Con comment includes:

a. BLM reaction time to its project fires (Class I and II) would be very slow due to dependence on the Forest Service.
b. BLM could not react to its cooperators in terms of trained overhead.
c. Forest Service may be reluctant to supply overhead personnel on a dedicated demand basis.
d. BLM could not maintain a professional fire management group which is necessary in terms of fire planning, land use planning input, BLM program support, fire application to meet resource objectives, etc. BLM direction and dependence would rest with the Forest Service.
e. States, where Forest Service has no posture, would have an unmanageable situation.

5. Adopt the NFQS completely. However, BLM only train Fire Boss II level and less. Use Forest Service Fire Boss I level personnel as needed.

Pro comment includes:

a. BLM personnel could handle all fires with certified personnel with the exception of Division class fire.
b. Same pro comments as BLM completely adopting the NFQS for all positions (Option #1).
c. Less training load than complete adoption and implementation.

Con comment includes:

a. Same con comments as Option #1.
b. Major concern is still high cost and time commitment in terms of training. This level still appears to be overkill relative to BLM needs.

6. BLM adopt NFQS standard for top level overhead and high risk positions. BLM use its own standard for medium risk positions. BLM use no standard for low risk positions. Low risk positions use employee's normal functional training and skills as qualification standard.

NFQS (High Risk)	BLM System (Medium Risk)	No Standard (Low Risk)
Class I OH	Class III OH/Sector Boss	Maps & Records Officer
Class II OH	Crew Boss	Training Officer
Division Boss	Squad Boss	Information Officer
Safety Officer	Firefighter	Equipment Officer
Fire Behavior Officer		Supply Officer
Air Attack Boss		Communications Officer
Helicopter Boss		Time Officer
Air Service Officer		Etc.
Air Service Manager		

Pro Comment includes:

a. Meets BLM needs.
b. Positions normally requested by other major agencies are certified under NFQS. (High Risk group).
c. Most cost effective in terms of training dollars and time.
d. Although medium risk positions will not meet NFQS standards, they meet BLM needs. A BLM system in this position group allows maximum training and use flexibility for its largest workforce (initial attack-90 plus percent of fire incidence).
e. High and medium positions certified.
f. The training bridge from the medium/low group to a higher group exists in the form of the NFQS. BLM field has the option of who, how many, and when.

Con comment includes:

a. All positions are not certified (low risk group).
b. Medium risk positions are not acceptable to major protection agencies which have accepted the NFQS completely. However, other major agencies rarely request this level assistance.
c. BLM system must be developed. However, by extracting applicable part from the NFQS, the task is not major.

This task force was charged with developing a cost to the Bureau in respect to each option presented. This assignment assumes each State has an identified list of suppression positions that it requires in a normal year and the Washington Office directed allocation of force is current/correct. In the opinion of the task force, neither of these conclusions are correct. However, a costing analysis is provided on a relative basis. Nevada's estimated normal year suppression positions were taken as a base. Attachment number 4 provides detailed information on the conclusions that follow. Only trainee salary was included in calculation.

Qualification Option	Total Cost	Total Training Hours	Ranking-Required Number of Courses- Highest to Lowest- 1 equals Highest Number of Courses
1	66,892	9556	2
2	57,498	8214	4
3	83,615	9556	2
4	34,048	4864	6
5	66,892	9556	3
6	48,104	6872	5
Option No. 1 with Present Allocation of Force Added	76,692	10,956	1

If Class I personnel had been included in Nevada's list, Options 4 and 5 training hours would remain the same. Options 1, 3, and 6 would rise equally. Option 2 would rise but at a lesser degree than 1, 3, and 6.

C. Recommended Qualification System Option for BLM

The task force recommends option number 6 for BLM use. It divides suppression personnel into three groups (high, medium, and low risk) with respective standard requirements (NFQS, BLM System, and No Required System).

This option reflects the second lowest cost involvement, number of training hours, and number of training courses. It optimizes the attack system using minimum adequate training including standards and certification for high and medium risk positions.

It allows cooperative relationships with major protection agencies since the category of positions normally requested will be NFQS rated.

It utilizes skills and knowledge of the normal job to fill low risk positions without required additional training.

Medium risk positions would utilize a Bureau Qualification System. These positions include Fire Boss III, Sector Boss, Crew Boss, Squad Boss, and Firefighter. Under the NFQS, Fire Boss and Sector Boss qualification require 204 hours of training exclusive of specialty training such as tanker truck attack, helitack, etc. The task force recommends 80 hours mandatory training for these same positions, again exclusive of specialty training. Minor development of Bureau System training material is required since applicable training units from the NFQS can be extracted and used (see Attachment 6 for analysis). Should additional training be required to meet a State's particular need, additional units from the NFQS can be used. The suggested 80 hours are adequate to perform BLM's medium risk positions in a certified manner.

Allows maximum flexibility for postion management considering the largest group of dedicated suppression personnel are seasonals who require training in the medium risk positions which utilize the Bureau Qualification System. Ninety plus percent of fires require this degree of talent (initial attack, sustained initial attack, and modified attack).

A vehicle for increased training to the medium and low risk groups exists (developed material in the NFQS). The bottom line is that this additional training can be given at BLM option (when, how, and to whom).

Normal project fire manning would have the following configuration:

High Risk Positions
Top Level Overhead and Aviation Positions
Permanent and WAE
NFQS Certified
Medium Risk Positions
Lower Level Line Positions (Sector Boss & Less)
WAE, Seasonals
BLM Certified
Low Risk Positions
Support Positions
Permanents and WAE
No Standard-No Certification

D. Allocation of Force

The allocation of force is an identified list of fire suppression positions necessary to accommodate an abnormal fire situation Bureau-wide (Attachment number 7). The Washington Office has allocated a proportion of this total list to each State. Each State in-turn trains personnel commensurate with their allocated proportion and makes them available for Bureau-wide fire suppression duty. The current allocation involves 353 people. It is the task force's opinion that this number is overkill and presents an unreasonable training burden on the States. Review of simultaneous burning fires on Bureau lands substantiates this view.

Following is a recommended new allocation of force. It is based on the task force estimate of BLM needs. The task force does not feel BLM is obligated to "plan" overhead assistance for other agencies. BLM's assistance to other agencies should reflect non-committed available overhead initially planned to meet BLM fire needs. Other agencies must plan and provide their own overhead for the abnormal situation. Again, the allocation should be designed to meet BLM needs. Assistance requests from another agency are accommodated on an as avialable basis. Allocation of force members must be rated using NFQS.

Position	Unit	No. Employees Per Unit	No. of Units	Total No. of Employees
GHQ	Team	3	2	6
Class I OH	Team	5	2	10
Class II OH	Team	5	4	20
Division Boss	Each	1	6	6
Safety Officer	Each	1	6	6
Fire Behavior Off.	Each	1	6	6
Air Attack Boss	Each	1	6	6
Helicopter Boss	Each	1	6	6
*Air Service Mgr.	Each	1	4	4
*Air Service Off.	Each	1	2	2
Total	N/A	N/A	N/A	72

An Air Service Officer is responsible for significant fixed and rotor wing operations (training 148 hours). An Air Service Manager is responsible for normal fixed and rotor wing operations (training 100 hours).

Other positions to complete a standard fire organization are supplied based upon the qualification option selected.

If this new allocation is accepted, we suggest the following means of implementation. Each State provides the Washington Office (W.O.) a list of positions it plans to maintain to meet instate fire suppression needs. The W.O. directs phased implementation of each State's list. Further, the W.O. looks at all States' lists in total to identify a deficiency between

it and the suggested new allocation of force. If a deficiency exists only these additional positions are allocated to the States on a proportionate basis. Since all States do not burn simultaneously, availability for Bureau-wide use is insured. The GHQ teams appear to be the only deficiency. If the abnormal fire situation cannot be accommodated by the BLM force, request assistance from another agency. It appears this would be an infrequent occasion providing each State trained to meet its own individual needs.

E. Secondary Qualification Tests

Medical Test: All personnel working in fire suppression will pass a medical examination as prescribed by regulation. This does not include emergency firefighters, per diem guards, and local cooperators.

Physical Test (Step-Test): All personnel working in fire suppression will pass a physical test as prescribed by Bureau directives. This does not include unorganized emergency firefighters, per diem guards, or local volunteers. Presently, BLM employees administer these tests. The majority of physicians will not administer the Step-Test since there is no acceptable method of measuring patient response during the test. BLM employees are not physicians and likewise cannot measure response. Testing an individual with undetected poor health may result in death (NPS case). The task force recommends that if a physical test is required, have a physician administer it during the normal medical test. A stress EKG is suggested.

Strength and Agility Test: This test is under development by the Forest Service. It is not an operational requirement at this time and therefore cannot be addressed.

Fire Suppression Experience: Personnel being rated under the NFQS must meet the position's fire suppression experience requirements. Personnel being rated under a BLM system in the medium and low categories of Option number 6 have no fire suppression experience requirement. Management must offer unexperienced employees fire exposure with an experienced employee. This BLM procedure offers management maximum flexibility with its work force. Considering the short employment time, flexibility is a requisite.

F. Recommendations On Systems Associated With Fire Qualification

Upon adoption of a new fire qualification system, delete the old BLM System (Attachment number 1).

Cancel the Departmental Overhead Teams and the BIFC Interagency Overhead Teams which require "State participation." Since initiation of Departmental teams, sufficient annual project fire assignments have not been available to keep the teams used and current. Use the released training funding, time, instructors, and facilities on BLM State teams. These same State teams, properly qualified, can meet other agency requests. This system was functional in the past but phased out. Individual State team members have the advantage of working together year around which enhances their operational effectiveness when used as a team. Presently, Interagency team members are from diverse locations and agencies. As a note of interest, the largest Federal protection Agency (Forest Service) does not use the multi-agency team concept.

If BLM desires to participate in one or more top overhead Interagency or Departmental teams, the task force recommends each participating agency provide an equal share of funding and personnel ceiling to accommodate formation. Further, these teams should work at BIFC under the direction of BIFC.

Eliminate the multi-year training plan in its present context. It is a laundry list approach to define training needs over time. The task force considers the requirement non-effective and non-productive. Other effective options are available as State Training Plans and State/BIFC training liaison at the Post Fire Season Review.

NFQS courses do not require certified instructors. The system merely suggests persons with instructor training can perform at a higher level. This is not understood by field offices and should be emphasized.

Presently, NFQS rating and record storage is done by a joint agency used, Forest Service, computer requiring office manipulation by the District, State, BIFC, DSC, and Forest Service. Minimum experienced return time upon leaving the State is one month. Considering seasonals, this is unacceptable. The task force recommends State Direct Entry into a BLM computer. The program is available. Use of a BLM computer also eliminates misuse of employee information stored in computer.

The task force recommends retention of the standard fire suppression organization as contained in Attachment number 4 (IM 77-38). This organization differs from the Forest Service version only in respect to requiring fewer positions. Command lines and contained positions are the same.

The seasonal fire crews at BIFC should be retained. It's recommended they be trained in Fire Boss III, Sector Boss, and Air Service Manager positions under the NFQS. Their character would be interagency while providing BLM initial attack, sustained initial attack, and modified attack backup.

It's been suggested that vacancy recruitment in other than fire permanent positions require the applicant have a specific fire suppression rating to get the job. The task force objects to this type recruitment. It detracts from the District Manager's managerial options to meet a BLM need. Further, it could seriously restrict high quality applicants for a non-fire suppression position. As an aside note, career employees for District Manager positions should be required to attend a "Fire Management Appreciation/Orientation Course." With slight modification, the "District Fire Management Officer's Course" could be used. This course is two weeks in length. It handles suppression and fire application to meet resource management objectives.

Last, application of positive recommendations should be initiated after the C.Y. 1977 fire season.

Attachment 1

BLM Fire Qualification System

W.O. Instruction Memorandum No. 77-69

IN REPLY REFER TO:

9211.81 (440)

United States Department of the Interior

BUREAU OF LAND MANAGEMENT
WASHINGTON, D.C. 20240

February 3, 1977

Instruction Memorandum No. 77-69
Expires 12/31/77

To: SD's, BLM D-BIFC

From: Assistant Director, Technical Services

Sujbect: Fire Qualifications for 1977 Fire Season

Pending the recommendations of the Fire Qualifications Task Force, which was appointed as a result of the Post Season Fire Review held in Medford, Oregon, in November, the following procedures will be used by the Bureau of Land Management for the 1977 fire season:

1. Fire qualifications are to be based upon the 1973 Department of the Interior skill and knowledge requirements, a copy of which is enclosed.

2. Bureau personnnel should be rated using the above qualification standards and be "Red Carded" accordingly.

3. Bureau personnel should be rated also on the National Wildfire Coordinating Group (NWCG) National Fire Qualification System with the use of the ADP rating system using SF-227 to input the data. Data for inclusion in the system should be at BIFC by March 1, 1977. Memorandums outlining these procedures will be used for comparison purposes only during 1977 and as a contingency should the task force adopt the NWCG system.

4. Physical requirements for 1977 are outlined in a separate Instruction Memorandum. You are reminded that only those personnel who will be available for fire assignment will be given a medical examination at Bureau expense.

Jesse Lowe

Acting

Enclosure:
Department of the Interior Fire Qualifications (1973)

ROUTING-INITIAL
SD. Copy
ASD.
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ACTION 1

SOLUTION BICENTENNIAL 1776-1976

United States Department of the Interior

OFFICE OF THE SECRETARY
WASHINGTON, D.C. 20240

In Reply Refer To:
9214.1 (440)

RECEIVED
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APR 24 1973

OFFICE OF THE DIRECTOR
BUREAU OF LAND MANAGEMENT

Memorandum

To: Assistant to the Secretary for Indian Affairs
→ Director, Bureau of Land Management
Director, National Park Service
Director, Bureau of Sport Fisheries and Wildlife

Through: Assistant Secretary for Fish and Wildlife and Parks

From: Deputy Assistant Secretary--Land and Water Resources

Subject: Fire Qualifications

The Department of the Interior Fire Coordination Committee has approved the enclosed list of knowledge and skill requirements needed by fire overhead personnel to do an adequate job on emergency fire projects. They are to be considered as goals in developing and maintaining qualified fire overhead for use throughout the Department.

It is recognized that a number of qualified fire overhead personnel are presently available throughout the agencies of the Department. Present qualifications are transferable to the same rating under the new standards. The Department will continue to use these qualified people on emergency fire projects. After September 30, 1973, personnel not previously rated for fire duty away from their home station should be rated by these standards.

Curt Berklund

Enclosure
Qualifications Standards

Encl 1-1

LINE POSITIONS

JOB TITLE	QUALIFIED LEVEL PREREQUISITE	SATISFACTORY PERFORMANCE: JOB ASSIGNMENT	SATISFACTORY PERFORMANCE: NUMBER & CLASS FIRE	SATISFACTORY PERFORMANCE: MOST RECENT EXPER.	PREREQUISITE TRAINING F-COURSES: 1	1a	1b	2	2a	2b	3	3a	3b	3c	5	6	8	8a	8b	11	15	Inter Air Cr	Serv Trng	Basic Surv				UNDERSTANDING & KNOWLEDGE LEVEL REQUIRED	PHYSICAL REQUIREMENTS
CLASS 1 FIRE BOSS	Class 1 Line Class 1 Plans Class 2 Fire Boss	Class 2 Fire Boss Class 1 Line Boss or Class 1 Plans Chief	1 Sector Cl 1 Div. Class	5 yrs 5																								General knowledge all fire functions	Camp duty some line travel
CLASS 2 FIRE BOSS	Division Boss or Cl. 2 Line Boss Cl. 2 Plans Chief	Division Boss or Cl. 2 Line Boss may substitute Cl. 2 Plans Chief	2 Div. Class	5											X													Service and Finance functions	Arduous line duty
CLASS 3 FIRE BOSS	Sector Boss	Sector Boss	1 Sector Cl	5								X			X													Broad functions of Plans and Services	Arduous line duty
CLASS 1 LINE BOSS	Division Boss or Cl. 2 Line Boss	Division Boss or Cl. 2 Line Boss	2 Div. Class	5			X						X									X						How to organize men & equip., incl. aircraft on Div. Class fire. Duties of Plans and Service	Arduous line duty
CLASS 2 LINE BOSS	Sector Boss	Sector Boss may substitute 1 Tractor Boss or Pumper Boss	1 Div. Class 1 Sector Cl	5								X								X								Plans, Service & Finance Functions	Arduous line duty
DIVISION BOSS	Sector Boss	Sector Boss may substitute 1 Tractor Boss or Pumper Boss	1 Div. Class 1 Sector Cl	5								X			X					X								Plans, Service & Finance Functions	Arduous line duty
SECTOR BOSS	Crew Boss or Fire Boss on sm fire (25 men)	Crew Boss on line constr. & holding exp. burnout or backfire	3 Sector Cl (1 with backfire or burnout)	5 5			X			X	X					X	X											Capabilities & limitations of pumpers, tractors & other fireline equip Should be resource oriented	Arduous line duty
CREW BOSS	Squad Boss Fire Boss on sm fire (10 men) or Proj. Crew Boss	Fireman or crew member or Squad Boss	3 Crew Class	5	X			X	X																X			Fire Supp. organization, line, constr., holding burnout or mop up fire or prescribed burn exper. or trng in burnout	Arduous line duty

Encl. 1-2

JOB TITLE	QUALIFIED LEVEL PREREQUISITE	SATISFACTORY PERFORMANCE			PREREQUISITE TRAINING T-COURSES																				UNDERSTANDING & KNOWLEDGE LEVEL REQUIRED	PHYSICAL REQUIREMENTS
		JOB ASSIGNMENT	NUMBER & CLASS FIRE	MOST RECENT EXPER	1	1a	1b	2	2a	2b	3	3a	3b	3c	5	6	8	8a	8b	11	15	Intro Aircraft	Serv Firms	Basic Supv		
SQUAD BOSS	Fireman or Crewman	Line construction & holding	5 Fireman or Crew Class fires	5	X			X												X	·			X		Arduous line duty
TRACTOR BOSS	Sector Boss	Tractor operator with clearing & constr. experience	5 Crew Class	No Limit																						Tractor operations, capabilities & limitations. Start & move tractors in emergency	Arduous line duty
TANKER BOSS	Pumper Operator Boss	Fireline or prescribed burn projects where pumpers used	2 Crew Cl	5	X			X	X							X										Pumpers, pumps & hose operation, capabilities & limitations in fire suppression	Arduous line duty
FELLING BOSS	Experienced Feller	Feller on fireline clearing, mopup or snagging or supervised proj. felling crews	2 Crew Cl or 2 Felling projects	5 5	X			X	X																	Safe use & operation & maintenance of power saws	Arduous line duty
LINE LOCATOR	Fireman	Fireman or crewman	10 fires including 2 Crew Cl	5	X			X	X																	Fireline equipment performance & limitations. Burnout tech., fire or prescribed burn. Shd be resource orient.	Arduous line duty
LINE SCOUT	Line locator Crew Boss	Line Locator or Crew Boss	3 Crew Cl	5		X																				Shd be resourse oriented, + knowledge of equip performance limitations	Arduous line duty
AIR ATTACK BOSS	Division Boss or Cl.2 Line Boss	Div. Boss or Cl.2 Line Boss on fire involving air operations	1 Div Cl	5																	X					Capabilities & limitations of types of aircraft & rules for oper. in fire control	Camp duty not susceptible to airsickness
AIR TRAFFIC BOSS	Pilot or air oriented fireline overhead	Work involving aircraft use & air operations on fires	2 Sector Cl	5	X						X					X										Capabilities & limitations of all types aircraft used in fire control	Not subject to airsickness
AIR TANKER BOSS	Pilot or lead plane observer	Pilot of lead plane or Air Attack Boss plane during fire air opns or observer assigned as boss	3 Sector Cl	3	X						X					X						X				Retardants, line constr. tech., organization of air attack & air services	

JOB TITLE	QUALIFIED LEVEL PREREQUISITE	SATISFACTORY PERFORMANCE			PREREQUISITE TRAINING COURSES																		UNDERSTANDING & KNOWLEDGE LEVEL REQUIRED	PHYSICAL REQUIREMENTS
		JOB ASSIGNMENT	NUMBER & CLASS FIRE	MOST RECENT EXPER.	1	1a	1b	2	2a	2b	3	3a	3b	3c	5	6	8	8a	8b	11	13	Appeals	Time	Sample		
HELICOPTER BOSS	Air Service Manager	Experience involving helicopter operations on fires	1 Crew Class	3	X			X			X											X			Limitations & capabilities of helicopters used for fire operations	Camp cut
AIR SUPPORT BOSS	(SEE AIR TRAFFIC BOSS)																									

Encl. 1

PLANS POSITIONS

JOB TITLE	QUALIFIED LEVEL PREREQUISITE	SATISFACTORY PERFORMANCE: JOB ASSIGNMENT	SATISFACTORY PERFORMANCE: NUMBER & CLASS FIRE	SATISFACTORY PERFORMANCE: MOST RECENT EXPER.	PREREQUISITE TRAINING F-COURSES: 1	1a	1b	2	2a	2b	3	3a	3b	3c	5	6	8	8a	8b	11	15	Inter AirCo.	Serv. Trng.	Basic Supv.	UNDERSTANDING & KNOWLEDGE LEVEL REQUIRED	PHYSICAL REQUIREMENTS
CLASS 1 PLANS CHIEF	Class 2 Plans Chief	Cl. 2 Plans Chief Cl. 2 Service Chief Division Boss	1 Div. Cl. 1 Sector Cl. 1 Div. Cl.	3 5 No limit			X						X									X				Managerial & technical ability to administer Plans functions on large complex wildfires.	Camp duty
CLASS 2 PLANS CHIEF	Maps & Records Officer Sector Boss	Maps & Records Officer Sector Boss Exp. in Plans function	1 Sector Cl. 1 Sector Cl. 2 Crew Class	5 5 5																						Ability to coordinate & work efficiently with Line, Service & Finance functions	Camp duty
MAPS & RECORDS OFFICER		Line experience Plans function experience	3 fires 2 fires	5 5								X														Ability to organize & compile maps & records.	Camp duty
INTELLIGENCE OFFICER	Sector Boss	Sector Boss Experience in Plans functions	2 Sector Cl. 1 fire	5 5								X														Ability to interpret maps & records.	Not susceptible to airsickness. Line overhead duty.
GENERAL SCOUT	Crew Boss	Crew Boss	1 Sector Cl.	5	X					X						X							X			Ability to interpret maps & photos.	Not susceptible to airsickness. Arduous line duty.
AERIAL PHOTO INTERPRETER	Highly specialized job. Recommend rating upon recommendation of work supervisor.																										
INFRARED INTERPRETER	Highly specialized job. Recommend rating upon recommendation of work supervisor.																										
FIRE BEHAVIOR OFFICER	Is or has been Division Boss	Division boss Fire Behavior Off. trainee	3 Div. Cl. 1 Sector Cl.	No limit 2			X																			Ability to write practical fire behavior forecasts. Exceptions possible for Research Fire Behav. Specialist.	Camp duty Some line travel.

JOB TITLE	QUALIFIED LEVEL PREREQUISITE	SATISFACTORY PERFORMANCE: JOB ASSIGNMENT	SATISFACTORY PERFORMANCE: NUMBER & CLASS FIRE	SATISFACTORY PERFORMANCE: MOST RECENT EXPER.	PREREQUISITE TRAINING F-COURSES: 1	1a	1b	2	2a	2b	3	3a	3b	3c	5	6	8	8a	8b	11	15	Inter Attck	Serv Trng	Basic Surv	UNDERSTANDING & KNOWLEDGE LEVEL REQUIRED	PHYSICAL REQUIREMENT
PUBLIC INFORMATION OFFICER	None	Fire Experience	2 Sector Cl	No Limit								X													P.I.O duties & responsibilities. Demonstrated ability in working with information media	Camp duty
SAFETY OFFICER	Division Boss	Division Boss	1 Div. Cl	No Limit																	X				Aggressive, tactful, with ability to gain commitment to safe fire line work	Line overne duty
TRAINING OFFICER		Fire Boss 2 or Forest Fire Staff Officer	1 Sector Cl	No Limit																					Training objectives & trng. evaluation interest & ability in fire trng	Camp duty
CREW LIAISON OFFICER	Sector Boss	Sector Boss	1 Sector Cl	5																					Arduous duty. Duties of Crew L.O. Interest & skill in working with people from different cultures	Line overhe duty
REGIONAL or CHIEF LIAISON OFFICER	Crew Liaison Ofer	Division Boss Crew Lia. Officer	1 Div. Cl 1 Sector Cl	No Limit 5																					Duties of Regional L.O Ability to deal independently with a wide variety of situations & problems	Camp duty Some line travel
INTRA-AGENCY LIAISON OFFICER	None	Plans Chief 2 Division Boss	1 Sector Cl 1 Div. Cl	No Limit																					Review of applicable coop. agreements. Policies, procedures & coop. agreements influencing interagency fire control work	Camp duty
METEOROLOGIST	Highly specialized job - qualified by non-Forest Service training. Recommend rating as a specialist possibly outside Red Card system.																									

FINANCE POSITIONS

JOB TITLE	QUALIFIED LEVEL PREREQUISITE	SATISFACTORY PERFORMANCE: JOB ASSIGNMENT	SATISFACTORY PERFORMANCE: NUMBER & CLASS FIRE	SATISFACTORY PERFORMANCE: MOST RECENT EXPER.	PREREQUISITE TRAINING F-COURSES: 1	1a	1b	2	2a	2b	3	3a	3b	3c	5	6	8	8a	8b	11	15	Inter Aircft Serv.	Trng. Basic Surv	UNDERSTANDING & KNOWLEDGE LEVEL REQUIRED	PHYSICAL REQUIREMENTS
COMPTROLLER	Cl. 1 Finance Chief	Cl. 1 Finance Chief	2 Div. Cl.	5																					Understands special responsibility to Forest Supervisor & Fire Boss	Camp duty
CLASS 1 FINANCE CHIEF	Cl. 2 Finance Chief	Cl. 2 Finance Chief	2 Sector Cl.	5									X												Financial Management of large complex fires	Camp duty
CLASS 2 FINANCE CHIEF	Time Officer	Jobs in Finance function including Time Officer	4 Sector Cl 1 Sector Cl	3 3								X										X			Claims, obligations & Comp. for injury through reg. work or fire work & training	Camp duty
TIME OFFICER	Time Recorder	Time Recorder	2 Crew Class	5						X				X						X					Working knowledge of personnel & equip., pay procedures	Camp duty
TIME RECORDER	None	None	-----	-																					Orientation in fire org. Time forms & records. Personnel, equip. & aircraft timekeeping requirements	Camp duty
COMMISSARY MANAGER	None	Fire jobs	2 Crew Class	5																					Fire organization Time recording, commissary inventory, security & accounting	Camp duty
COMPENSATION FOR INJURY OFFICER	None	Fire jobs	2 Crew Class	5										X						X					Working knowledge of compensation & B.E.C. procedures	Camp duty
OBLIGATIONS OFFICER	None	Fire jobs	2 Crew Class	5										X						X					Fire Business Mgmt Timekeeping, equip. rental procedures & coop. agreements	Camp duty
CLAIMS OFFICER	None	Fire experience	2 Crew Class	5										X						X					Working knowledge of claims procedures & accident investigations	Camp duty

SERVICE POSITIONS

JOB TITLE	QUALIFIED LEVEL PREREQUISITE	SATISFACTORY PERFORMANCE: JOB ASSIGNMENT	SATISFACTORY PERFORMANCE: NUMBER & CLASS, FIRE	SATISFACTORY PERFORMANCE: MOST RECENT EXPER.	PREREQUISITE TRAINING E-COURSES: 1	1a	1b	2	2a	2b	3	3a	3b	3c	5	5a	8	8a	8b	11	15	Incdt Air Co	Serv Trng	Basic Supv			UNDERSTANDING & KNOWLEDGE LEVEL REQUIRED	PHYSICAL REQUIREMENTS
CLASS 1 SERVICE CHIEF	Cl. 2 Service Chief Equip. Officer Supply Officer	Cl. 2 Serv. Chief Is or has been Sector Boss Plans Exp. or Training	2 Sector Cl ----- -----	5 - 5									X									X						Air Oper. & Service Managerial ability to perform in complex suppression operation	Camp duty
CLASS 2 SERVICE CHIEF	Camp Officer Supply or Equip Officer	Is or has been Crew Boss Service function job on fire	2 Sector Cl	5											X								X					Service function Organizing men & equip on Sector Class fires	Camp duty
CAMP OFFICER	Tool Manager Food Manager	Tool Mgr. or Food Mgr. or other camp serv function	1 Sector Cl	5							X												X					Efficient camp layout Plans, Line Service & Finance functions. Organize & manage personnel & equipment,	Camp duties
TOOL MANAGER	None	Work in fire camp operations or tool maintenance	1 Sector Cl	5							X																	Property requisition & accountability procedure, mtce & serv all tools used in fire	Camp duty
FOOD MANAGER	None	Supervising or serving meals on fires or related food prep. Camp kitchen operation	2 Crew Class	5																								Slide tape "Frozen Food Prep" Planning ordering, preparing & serv fire meals frozen meals, catering rations supplements	Camp duty
AIR SERVICE OFFICER	Air Serv Mgr	Air Service Mgr for heliport or airport	1 Sector Cl	5							X											X						Air attack org. & tech plans, serv., line function. FAA rules for safe airspace use	Camp duty
AIR SERVICE MANAGER	Helicopter Mgr . or Airport Opns Mgr	Air Opns work at heliport or airport	-----	5													X											Requisition, purchase lease, contract & agreement admin. Time & record keep. Ground service for aircraft	Camp-airport duty

JOB TITLE	QUALIFIED LEVEL PREREQUISITE	SATISFACTORY PERFORMANCE			PREREQUISITE TRAINING P-COURSES																		UNDERSTANDING & KNOWLEDGE LEVEL REQUIRED	PHYSICAL* REQUIREMENTS
		JOB ASSIGNMENT	NUMBER & CLASS FIRE	MOST RECENT EXPER.	1	1a	1b	2	2a	2b	3	3a	3b	3c	5	6	8	8a	8b	11	15	Enter Aircft Serv Time	Basic Supv.	
MIXMASTER	None	Retardant mixing experience	-----	2															X					Mixing & loading retardant for air tankers & helicopters. Organize base operation Time & record-keeping	Arduous Duty
EQUIPMENT OFFICER	Tractor Manager Truck Manager Pumper Manager	Tractor, Truck or Pumper Mgr. work on fires	1 Sector Class	5							X													Service & Finance function. Organize men, equip.&supplies	Camp duty
TRACTOR MANAGER	None	Service function fire work	1 Sector Class	5															X					Fire organization Organize, dispatch & maintain tractor equip. Requisitions, contracts, rental agreement & claims	Camp duties
TRUCK MANAGER	Truck driver	Service function fire work	1 Sector Class	5															X				X	Equip. requisitions, contracting, hire, inspection and claims. Organing, dispatch and maintain vehicles	Camp duties
TANKER MANAGER	Pump Operator	Service function fire work	1 Sector Class	5															X					Fire organization.Org. dispatch & maintain all types pumps. Requisitions, contracting, insp. & rental agreement procedures	Camp Duty
SUPPLY OFFICER	None	Service function or regular fire service work in supply	1 Sector Class	5							X											X		Plans, Line, Service & Finance Functions Requisitioning, purchasing, contracting, rental agreement & prop. mgt. procedures	Camp duties
COMMUNICATIONS OFFICER	Comm. Tech. or knows fire comm systems	Comm. System work on fires	1 Sector Class	5							X													Fire org. & Comm. System oper., mtce. comm. equip. Knowledge of Regional and Interregional equip & systems	Camp duty Some line travel

KEY TO COURSE TITLES

Course Number	Course Titles
F1	Introduction to Fire Behavior
1a	Intermediate Fire Behavior
1b	Advanced Fire Behavior
2	Fireman Training
2a	Crew Boss
2b	Sector Boss
3	Organizing for Fire Suppression
3a	Fire Organization and Management
3b	Advanced Fire Generals
3c	Advanced Command for Disaster Area Conditions
5	Business Management Principals in Fire Control
6	Use of Water in Fire Control
8	Air Operations in Fire Control
8a	Air Attack Boss
8b	Air Officer
11	Fire Fundamentals
15	Fire Safety Officer Training

Attachment 2

National Fire Qualification System

NATIONAL WILDFIRE COORDINATING GROUP

NATIONAL FIRE QUALIFICATION SYSTEM

The system is based on a Standard, in table format, which identifies the training, prerequisite job experience, and physical fitness required to be certified as qualified to perform a specific fire suppression job. The Standard further defines fire jobs by management difficulty, and prescribes the needed experience to maintain fire job certification. The training provided by the 35 training courses is sequenced with specific fire job experience to progressively develop a minimum skills/knowledge level for each of the 60 fire jobs. The Standard directs the progressive development of fire overhead to manage the complex fire suppression situation; and, thus relates to the large fire organization as included within the BLM and USFS Fireline Handbooks.

The coding and format of the Standard are structured in a computer program to store, organize, and qualify the input of individual training and experience data, and to give the fire manager printouts displaying individual fire experience history and current status, qualification rating, on-the-job training needs, training course needs, and summary list of individuals by fire job. After management review of printout data, individual fire qualification cards ("Red Card") are printed by computer as directed by the fire manager, not to exceed Standard requirements.

Qualification waiver based on proven performance and challenge by performance testing is an integral part of the system.

The Standard is established, managed, and changed by line organizations through the coordination activities of the National Wildfire Coordinating Group.

The primary use of the system is exchange of fire personnel between agencies and areas, using the total mobility and closest forces concepts.

Regular wildland fire agency organizations vary by plan from the Standard organization because of mission, terrain, fuels, typical fire weather, and other such factors. Thus the training and experience requirements within any one fire department may be more or less than the Standard by plan to meet need and be cost effective. Use of the Standard becomes applicable with the exchange of fire personnel to suppress complex fires. Otherwise, the fire department's standards in training and experience are based on organizations, equipment, aircraft, and job performance requirements to the local job. This last feature of the National Qualification System is not normally understood by user agencies.

Somewhere in the neighborhood of 3 to 4 million dollars in manpower, materials, testing, audiovisual work, etc. have been invested, interagency, in the System's development. BLM's investment over the past 4 years is over 1 million dollars. Training is job performance oriented which enables performance testing and challenge, self study, evaluation, and change. The average 3 to 4 day course development cost is estimated at $50,000 and up.

The System is complete with two exceptions. Evaluation component is designed for field review to the point of developing procedures and testing. When completed, for the first time ever in fire suppression work, the wild land fire suppression agencies will be able to measure job performance proficiency, exact problems, if any, with the suppression organization, performance expectancy, safety, training courses, whether the Qualification Standard is adequate, or whatever.

The second area to be completed is course development. Of the 35 courses, 30 will be through field review and available for use this fiscal year, with 14 published through NAC by September 1977. Courses to develop command, line, plans, and service principal fire jobs are currently developed to field review.

TABLE 1
FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
1	C 1	GHQ Fire Manager	01	Fire Boss I	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213; S-214; S-215; S-230 x; S-260 x; S-270 x; S-320 x; S-370 x; S-221; S-341 x; S-343; S-351; S-352; S-353; S-354; S-355 x; S-356 x; S-370 x; S-380; S-390; S-410; S-440; S-470; S-520 x; S-580; S-590; S-630 x	01-1 02-1 04-1	35
2	C 1	Fire Boss I	04	Fire Boss II Line Boss I Plans Chief I	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213; S-214; S-215; S-230 x; S-260 x; S-270 x; S-320 x; S-370 x; S-221; S-341 x; S-343; S-351; S-352; S-353; S-354; S-355 x; S-356 x; S-370 x; S-380; S-390; S-410; S-440; S-470; S-520 x; S-580; S-590; S-630	01-1 04-1 10-1 + 05-1 10-1 + 06-1 05-1 + 06-1 05-2 06-2	40
3	C 1	Fire Boss II	10	Division Boss or Line Boss II Plans Chief II	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213; S-214; S-215; S-230 x; S-260 x; S-270 x; S-320 x; S-370 x; S-221; S-341 x; S-343; S-351; S-352; S-353; S-354; S-355; S-356; S-370 x; S-380; S-390 x; S-410 x; S-440 x; S-470; S-520; S-580; S-590; S-630	04-1 10-1 05-1 11-2 16-2 06-1 12-2	40
4	C 1	Fire Boss III	17	Initial Attack Fire Boss on Small Fire (10 men) Crew Boss	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213; S-214; S-215; S-230 x; S-260 x; S-270 x; S-320 x; S-370 x; S-221; S-341; S-343; S-351; S-352; S-353; S-354; S-355; S-356; S-370; S-380; S-390 x; S-410; S-440; S-470; S-520; S-580; S-590; S-630	10-1 17-1 11-1 16-1 18-1 12-1 13-1	40
2	L 1	Line Boss I	05	Line Boss II	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213; S-214; S-215; S-230 x; S-260 x; S-270 x; S-320 x; S-370 x; S-221; S-341; S-343; S-351; S-352; S-353; S-354; S-355; S-356; S-370 x; S-380; S-390 x; S-410 x; S-440; S-470; S-520 x; S-580; S-590; S-630	01-1 04-1 05-1 16-2 11-2 11-1 + 16-1	45
3	L 1	Line Boss II	11	Division Boss	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213; S-214; S-215; S-230 x; S-260 x; S-270 x; S-320 x; S-370 x; S-221; S-341; S-343; S-351; S-352; S-353; S-354; S-355; S-356; S-370 x; S-380; S-390 x; S-410 x; S-440; S-470; S-520; S-580; S-590; S-630	05-1 10-1 11-1 16-1 18-2	45

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
2	L 1	Division Boss	16	Sector Boss	S-110 x, S-130 x, S-190 x, S-211 x, S-212 x, S-260 x, S-270 x, S-290 x, S-330 x, S-370 x, S-390 x	05-1 10-1 11-1 16-1 18-2 18-1 + 12-1 18-1 + 13-1	45
3	L 1	Sector Boss	18	Crew Boss	S-110 x, S-130 x, S-190 x, S-211 x, S-212 x, S-260 x, S-270 x, S-290 x, S-330 x, S-390 x	17-1 11-1 16-1 18-1 19-2 25-1 26-1 27-1 28-1 31-1	45
4	L 1	Crew Boss	19	Squad Boss	S-110 x, S-130 x, S-190 x, S-211 x, S-212 x, S-260 x, S-270 x, S-290 x	11-1 16-1 17-1 18-1 19-1 20-1 25-1 26-1 27-1 28-1 31-1	45
5	L 1	Squad Boss	20	Firefighter	S-110 x, S-130 x, S-190 x	20-1 21-1	45
5	L 1	Firefighter	21		S-130 x, S-190 x		45
3	L 2	Air Attack Boss	15	Line Boss II	S-110 x, S-130 x, S-190 x, S-211 x, S-212 x, S-260 x, S-270 x, S-290 x, S-330 x, S-370 x, S-390 x, S-420 x, S-470 x	05-1 10-1 15-1	35

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
3	L 2	Air Traffic Boss	22	Pilot or Air-Oriented Fireline Overhead	S-110 x; S-270 x	15-1 22-1 23-1 24-1	35
4	L 2	Air Tanker Boss	23	Pilot	S-110 x; S-270 x; S-380 x	15-1 23-1 22-1 24-1	35
4	L 2	Helicopter Boss	24	Fire Boss III Air Svc. Mgr. -Heliport II	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-230 x; S-240 x; S-260 x; S-270 x; S-290 x; S-380 x	15-1 24-1 22-1 23-1	35
4	L 3	Tractor Boss	25	Crew Boss	S-130 x; S-190 x; S-211 x; S-212 x; S-213 x; S-230 x; S-240 x; S-260 x; S-270 x; S-380 x	25-1 19-1 18-1	45
4	L 4	Tanker Boss	26	Crew Boss	S-130 x; S-190 x; S-211 x; S-212 x; S-214 x; S-230 x; S-240 x; S-260 x; S-270 x	26-1 19-1 18-1	45
4	L 5	Firing Boss	27	Crew Boss	S-130 x; S-190 x; S-211 x; S-212 x; S-215 x; S-230 x; S-240 x; S-260 x; S-270 x; S-380 x	27-1 19-1 18-1	45
4	L 6	Felling Boss	28	Crew Boss Experienced Faller	S-130 x; S-190 x; S-211 x; S-212 x; S-230 x; S-240 x; S-260 x; S-270 x	28-1 19-1 18-1	45

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
3	L 7	Line Locator	29	Crew Boss		29-1 30-1 19-1 25-1 26-1 27-1 28-1 18-1	45
3	L 7	Line Scout	30	Crew Boss		30-1 19-1 29-1 18-1	45
4	L 8	Crew Liaison Officer	31	Sector Boss		31-1 18-1 19-1 39-1	45
1	P 1	GHQ Plans Coordinator	02	Plans Chief I		01-1 02-1 04-1 06-1	35
2	P 1	Plans Chief I	06	Plans Chief II Service Chief II		01-1 02-1 04-1 06-1 10-1 + 12-1 05-1 + 12-1 11-1 + 12-1 16-1 + 12-1 07-1 + 12-1 13-1 + 12-1	35

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES																																		EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
					S-110 Basic Fire Orientation	S-130 Basic Firefighter	S-190 Intro. To Fire Behavior	S-211 Water/Pumps	S-212 Power Saws	S-213 Tractors	S-214 Ground Tenders	S-215 Fixed Equipment	S-230 Crew Boss	S-260 Fire Business Mgmt. Prin.	S-270 Basic Air Operations	S-290 Organizing for Fire Supp.	S-300 Sector Boss	S-331 Crew Liaison Officer	S-341 Maps-Records Officer	S-343 Infrared Imagery Interp.	S-351 Air Service Mgt.-Airport	S-352 Air Service Mgt.-Helibase	S-355 Helicopter	S-356 Camp Officer	S-357 Equipment Officer	S-358 Supply Officer	S-390 Intermediate Air Operations	S-400 Safety Mgmt.	S-490 Fire Behavior	S-420 Fire Organization and Mgmt.	S-440 Plans Chief	S-450 Service Chief	S-451 Air Service Officer	S-460 Plans Chief	S-470 Adv Attack Base	S-520 Fire Generalship	S-580 Advanced Fire Safety Mgmt.	S-590 Fire Behavior Officer	S-620 Fire Command		
3	P 1	Plans Chief II	12	Maps-Records Officer Sector Boss	x	x	x	x	x				x	x	x	x	x		x							x		x	x	x										06-1 12-1 32-1 + 16-1 32-1 + 18-1 33-1 + 16-1 33-1 + 18-1 36-1 + 16-1 36-1 + 18-1 32-2 33-2	35
3	P 1	Maps - Records Officer	32		x		x												x																				12-1 32-1 33-1	35
3	P 2	Intelligence Officer	33	Sector Boss	x	x	x	x	x				x	x	x	x	x												x										16-1 18-1 33-1 34-1 36-1	40
3	P 2	General Scout	34	Crew Boss	x	x	x	x	x				x	x	x														x										18-1 19-1 34-1	45
4	P 3	Infrared Imagery Interpreter	35	Aerial Photo Interpretation	x		x													x																				35-1	35
3	P 4	Fire Behavior Officer	36	Division Boss	x	x	x	x	x				x	x	x	x	x									x		x										x		04-1 06-1 36-1 12-1	40
4	P 5	Fire Information Officer	37	Public Information Off.	x		x																							x										37-1	35

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
3	P 6	Training Officer	38	Division Boss Instructor	S-110 Basic Fire Orientation; S-130 Basic Firefighter; S-140 Instr. To Fire Behavior; S-211 Water/Pumps; S-212 Power Saws; S-213 Tractors; S-214 Ground Tenders; S-215 Fitting Equipment; S-230 Crew Boss; S-240 Fire Business Mgmt. Prin.; S-270 Basic Air Operations; S-290 Organizing for Fire Supp.; S-330 Sector Boss; S-331 Crew Liaison Officer; S-341 Maps-Records Officer; S-343 Infrared Imagery Interp.; S-351 Air Service Mgt.-Airports; S-352 Air Service Mgt.-Helibase; S-353 Dispatcher; S-354 Camp Officer; S-355 Equipment Officer; S-356 Supply Officer; S-370 Intermediate Air Operations; S-380 Safety Mgmt.; S-390 Fire Behavior; S-420 Fire Organization and Mgmt.; S-440 Plans Chief; S-490 Service Chief; S-491 Air Service Officer; S-640 Finance Chief; S-670 Air Attack Base; S-690 Fire Governorship; S-740 Advanced Fire Safety Mgmt.; S-790 Fire Behavior Officer; S-830 Fire Command	10-1 11-1 12-1 13-1 14-1 16-1 38-1	40
3	P 7	Liaison Officer Coordinator	39	Crew Liaison Officer	S-110; S-130; S-140; S-211; S-212; S-213; S-214; S-215; S-230; S-240; S-270; S-290; S-330; S-331; S-341; S-343; S-351; S-352; S-353; S-354; S-355; S-356; S-370; S-380; S-390; S-420; S-440; S-490; S-491; S-640; S-670; S-690; S-740; S-790; S-830	31-1 39-1	35
1	S 1	GHQ Service Coordinator	03	Service Chief I	S-110; S-130; S-140; S-211; S-212; S-213; S-214; S-215; S-230; S-240; S-270; S-290; S-330; S-331; S-341; S-343; S-351; S-352; S-353; S-354; S-355; S-356; S-370; S-380; S-390; S-420; S-440; S-490; S-491; S-640; S-670; S-690; S-740; S-790; S-830	03-1 07-1	35
2	S 1	Service Chief I	07	Service Chief II Equipment Officer Supply Off.	S-110; S-130; S-140; S-211; S-212; S-213; S-214; S-215; S-230; S-240; S-270; S-290; S-330; S-331; S-341; S-343; S-351; S-352; S-353; S-354; S-355; S-356; S-370; S-380; S-390; S-420; S-440; S-490; S-491; S-640; S-670; S-690; S-740; S-790; S-830	03-1 07-1 13-1	35
3	S 1	Service Chief II	13	Camp Officer Supply or Equip. Officer Crew Boss	S-110; S-130; S-140; S-211; S-212; S-213; S-214; S-215; S-230; S-240; S-270; S-290; S-330; S-331; S-341; S-343; S-351; S-352; S-353; S-354; S-355; S-356; S-370; S-380; S-390; S-420; S-440; S-490; S-491; S-640; S-670; S-690; S-740; S-790; S-830	07-1 13-1 41-2) or any 43-2) combination 47-2) 1 each 48-2)	35

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
3	S 1	Camp Officer	41		x x x x	13-1 41-1 42-1 43-1 44-1 45-1 46-1 47-1 53-1	35
3	S 1	Tool Manager	42	Tool Maintenance and Service	x		35
4	S 2	Equipment Officer	43	Tractor Mgr. Tanker Mgr. Truck Mgr.	x x x x x x x	43-1 44-1 45-1 46-1	35
5	S 2	Tractor Manager	44		x x x x	44-1	40
5	S 2	Tanker Manager	45		x x x x	45-1	40
5	S 2	Truck Manager	46	Truck Driver	x x x x	46-1	40
4	S 3	Supply Officer	47		x x x x	47-1 41-1	35
3	S 4	Air-Service Officer	48	Air-Service Mgr.-Airport Air-Service Mgr. - Heliport I	x x x x x x x x x x	48-1 49-1 50-1	35

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
4	S 4	Air-Service Manager - Airport	49		S-110 x; S-270 x; S-351 x; S-353 x	48-1 49-1	35
3	S 4	Air-Service Manager - Heliport I	50	Heliport II on 6 Project Fires	S-110 x; S-190 x; S-270 x; S-320 x; S-353 x	48-1 50-1 51-1	35
4	S 4	Air-Service Manager - Heliport II	51		S-110 x; S-190 x; S-270 x; S-320 x; S-353 x	48-1 49-1 50-1 51-1	35
5	S 4	Mixmaster	52		S-353 x	48-1 49-1 52-1	35
3	S 5	Communications Officer	53	Fire Communications Specialist (Systems)	S-110 x; S-190 x	53-1	35
5	S 5	Radio Operator	54	Radio Operator	S-110 x	54-1	35
2	F 1	Finance Chief I	08	Finance Chief II	S-110 x; S-270 x; S-320 x; S-410 x; S-540 x; S-570 x	08-1 14-2	35
3	F 1	Finance Chief II	14	Time Officer	S-110 x; S-270 x; S-320 x; S-410 x; S-540 x	08-1 14-1 55-1	35
4	F 1	Time Officer	55	Time Recorder	S-110 x; S-270 x	55-1 56-1 14-1	35
5	F 1	Time Recorder	56		S-110 x; S-270 x	55-1 56-1	35
5	F 1	Commissary Manager	57		S-110 x; S-270 x		35
4	F 2	Compensation-for-Injury Officer	58		S-110 x; S-270 x		35

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
4	F 3	Obligation Officer	59		S-110 Basic Fire Orientation: x; S-130 Basic Firefighting: x		35
4	F 4	Claims Officer	60		S-110 Basic Fire Orientation: x; S-130 Basic Firefighting: x		35
3	A 1	Safety Chief	09	Division Boss Safety Officer	S-110 Basic Fire Orientation: x; S-130 Basic Firefighting: x; S-140 Intro. To Fire Behavior: x; S-211 Water/Pumps: x; S-212 Power Saws: x; S-130 Crew Boss: x; S-190 Fire Business Mgmt. Prin.: x; S-210 Basic Air Operations: x; S-230 Dispatching for Fire Supp.: x; S-290 Sector Boss: x; S-331 Crew Liaison Officer: x; S-380 Safety Mgmt.: x; S-390 Fire Behavior: x; S-420 Fire Organization and Mgmt.: x; S-430 Service Chief: x; S-520 Fire Generalship: x; S-580 Advanced Fire Safety Mgmt.: x	01-1 04-1 05-1 09-1	45
4	A 1	Safety Officer	40	Sector Boss	S-110 Basic Fire Orientation: x; S-130 Basic Firefighting: x; S-140 Intro. To Fire Behavior: x; S-211 Water/Pumps: x; S-212 Power Saws: x; S-130 Crew Boss: x; S-190 Fire Business Mgmt. Prin.: x; S-210 Basic Air Operations: x; S-230 Dispatching for Fire Supp.: x; S-290 Sector Boss: x; S-380 Safety Mgmt.: x; S-390 Fire Behavior: x; S-420 Fire Organization and Mgmt.: x	09-1 40-1 18-1 33-1 41-1 48-1	45

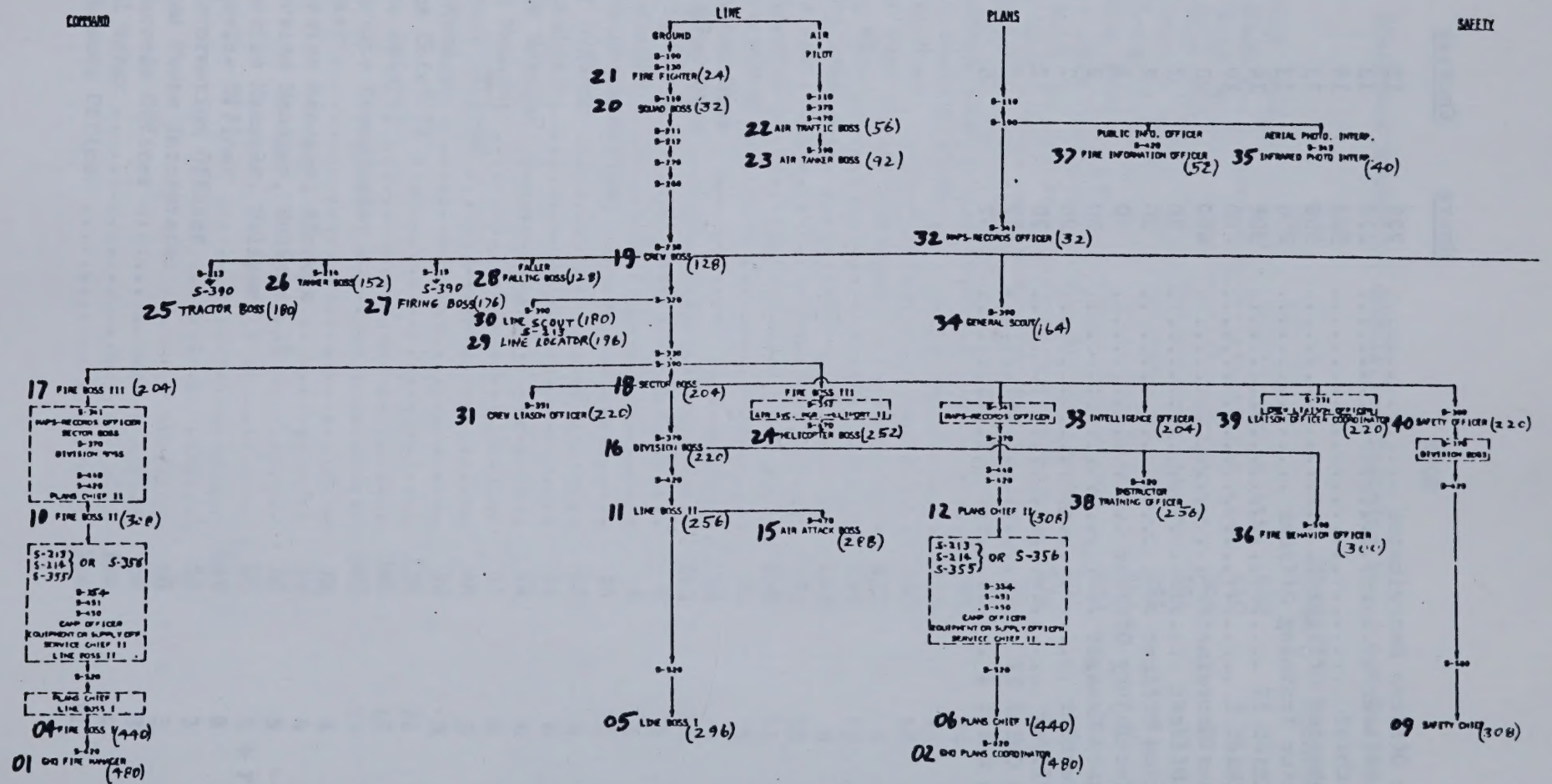
NFQS

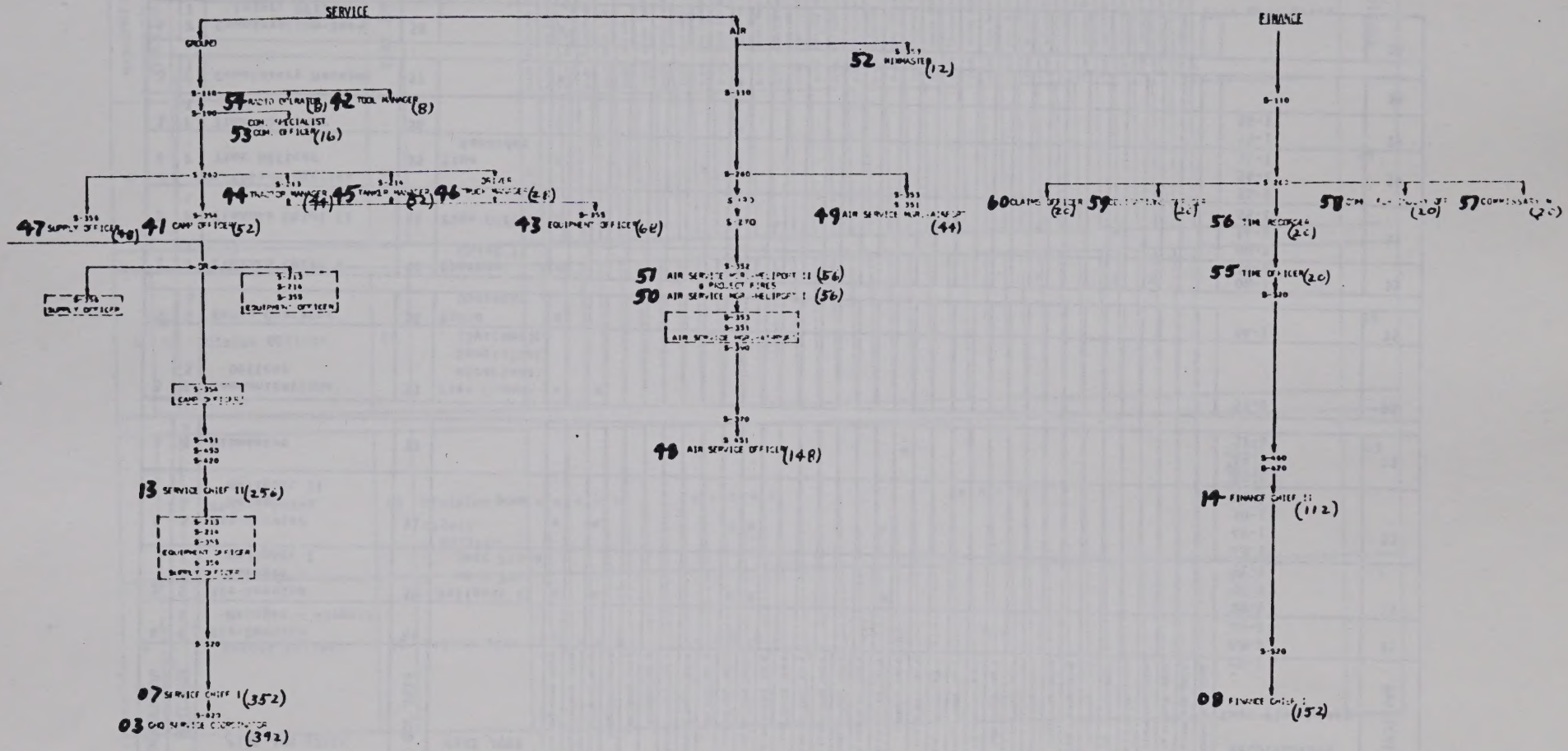
(Required Number of Cumulative Training Hours and Training Courses)

	Hours	Courses
GHQ Fire Manager	480	20
Fire Boss I	440	19
Fire Boss II	308	15
Fire Boss III	204	11
Line Boss I	296	14
Line Boss II	256	13
Division Boss	220	12
Sector Boss	204	11
Crew Boss	128	8
Squad Boss	32	3
Firefighter	24	2
Air Attack Boss	288	14
Crew Liaison Officer	220	12
Tractor Boss	180	18
Tanker Boss	152	9
Firing Boss	176	10
Falling Boss	128	8
Line Scout	180	10
Line Locator	196	11
Air Traffic Boss	56	3
Air Tanker Boss	92	4
Helicopter Boss	252	13
Radio Operator	8	1
Tool Manager	8	1
Communication Officer	16	2
Supply Officer	48	4
Camp Officer	52	4
Tractor Manager	44	4
Tanker Manager	52	4
Equipment Officer	68	5
Truck Manager	28	3
Service Chief II	256	11
Service Chief I	352	12
GHQ Service Coordinator	392	13
Mixmaster	12	1
Air Service Manager, Airport	44	4
Air Service Manager, Heliport II	56	5
Air Service Manager, Heliport I	56	5 + Project
Air Service Officer	148	8
Fire Information Officer	52	3
Infrared Photo Interpreter	40	3
Maps-Records Officer	32	3
General Scout	164	4
Intelligence Officer	204	11

	Hours	Courses
Liaison Officer Coordinator	220	12
Safety Officer	220	12
Safety Chief	308	15
Fire Behavior Officer	300	13
Instructor Training Officer	256	13
Plans Chief II	308	14
Plans Chief I	440	19
GHQ Plans Coordinator	480	20
Claims Officer	20	2
Obligation Officer	20	2
Comp. for Injury Officer	20	2
Commissary Manager	20	2
Time Recorder	20	2
Time Officer	20	2
Finance Chief II	112	5
Finance Chief I	152	6

NATIONAL INTERAGENCY FIRE QUALIFICATION SYSTEM




SERVICE
GROUND
AIR
FINANCE
52 (12)
54 (8)
42 (8)
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46 (28)
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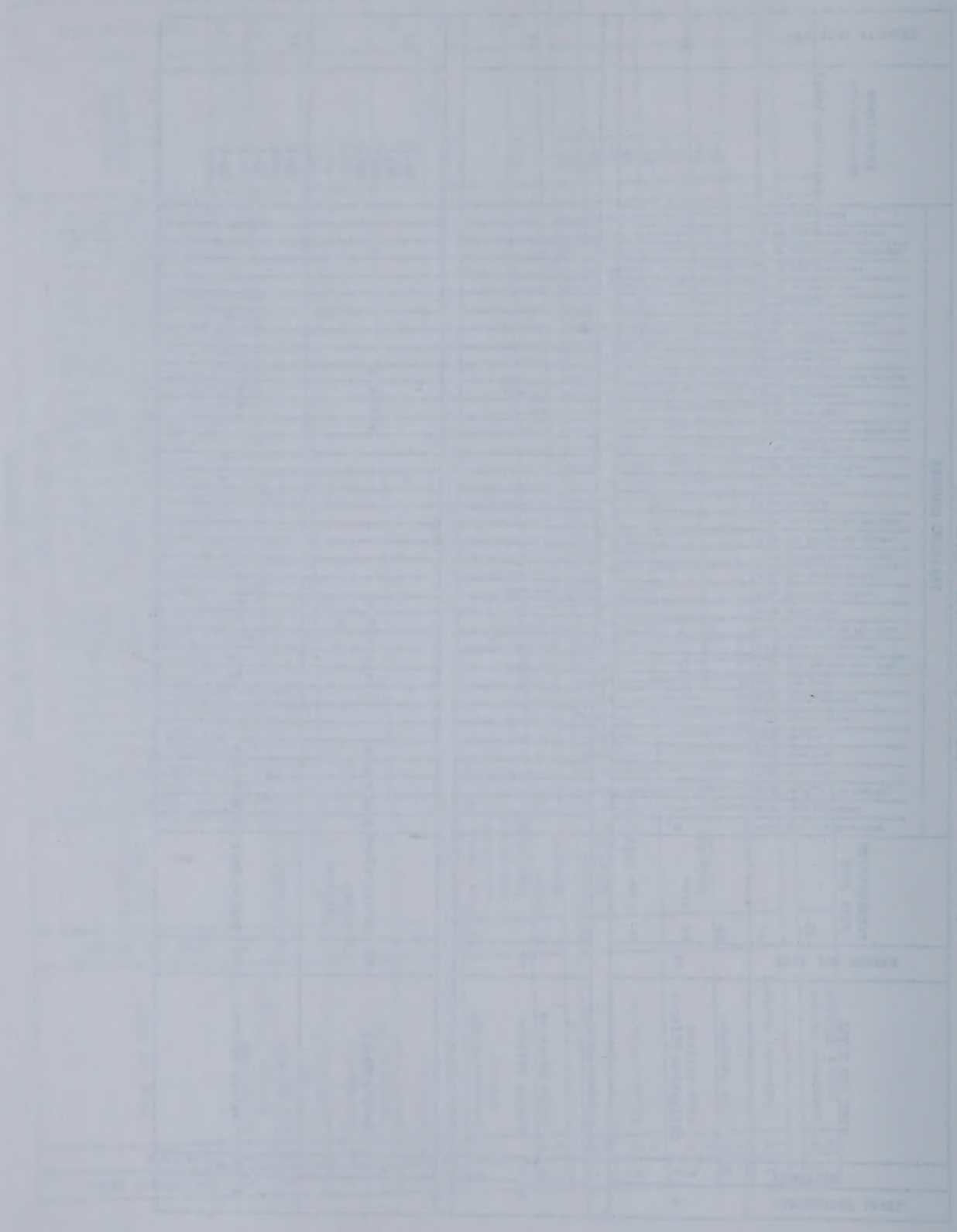
48 (148)
13 (256)
07 (352)
03 (392)
14 (112)
08 (152)

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
4	S 4	Air-Service Manager - Airport	49		S-110 Basic Fire Orientation: x; S-340 Fire Business Mgmt. Prin.: x; S-352 Air Service Mgr.-Airport: x; S-353 Mixmaster: x	48-1 49-1	35
3	S 4	Air-Service Manager - Heliport I	50	Heliport II on 6 Project Fires	S-110 Basic Fire Orientation: x; S-140 Intro. To Fire Behavior: x; S-340 Fire Business Mgmt. Prin.: x; S-370 Basic Air Operations: x; S-352 Air Service Mgr.-Heliport: x	48-1 50-1 51-1	35
4	S 4	Air-Service Manager - Heliport II	51		S-110 Basic Fire Orientation: x; S-140 Intro. To Fire Behavior: x; S-340 Fire Business Mgmt. Prin.: x; S-370 Basic Air Operations: x; S-352 Air Service Mgr.-Heliport: x	48-1 49-1 50-1 51-1	35
5	S 4	Mixmaster	52		S-353 Mixmaster: x	48-1 49-1 52-1	35
3	S 5	Communications Officer	53	Fire Communications Specialist (Systems)	S-110 Basic Fire Orientation: x; S-140 Intro. To Fire Behavior: x	53-1	35
5	S 5	Radio Operator	54	Radio Operator	S-110 Basic Fire Orientation: x	54-1	35
2	F 1	Finance Chief I	08	Finance Chief II	S-110 Basic Fire Orientation: x; S-340 Fire Business Mgmt. Prin.: x; S-370 Basic Air Operations: x; S-410 Fire Organization and Mgmt.: x; S-460 Finance Chief: x; S-520 Fire Comptroller: x	08-1 14-2	35
3	F 1	Finance Chief II	14	Time Officer	S-110 Basic Fire Orientation: x; S-340 Fire Business Mgmt. Prin.: x; S-370 Basic Air Operations: x; S-410 Fire Organization and Mgmt.: x; S-460 Finance Chief: x	08-1 14-1 55-1	35
4	F 1	Time Officer	55	Time Recorder	S-110 Basic Fire Orientation: x; S-340 Fire Business Mgmt. Prin.: x	55-1 56-1 14-1	35
5	F 1	Time Recorder	56		S-110 Basic Fire Orientation: x; S-340 Fire Business Mgmt. Prin.: x	55-1 56-1	35
5	F 1	Commissary Manager	57		S-110 Basic Fire Orientation: x; S-340 Fire Business Mgmt. Prin.: x		35
4	F 2	Compensation-for-Injury Officer	58		S-110 Basic Fire Orientation: x; S-340 Fire Business Mgmt. Prin.: x		35

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
4	F 3	Obligation Officer	59		S-110 Basic Fire Orientation: x S-130 Basic Firefighter S-190 Intro. To Fire Behavior S-211 Water/Pumps S-212 Power Saws S-213 Tractors S-214 Ground Tenders S-215 Fixing Equipment S-230 Crew Boss S-260 Fire Business Mgmt. Prin.: x S-270 Basic Air Operations S-290 Organizing for Fire Supp. S-330 Sector Boss S-331 Crew Liaison Officer S-341 Supv.Records Officer S-343 Intermed Imagery Interp. S-350 Air Service Mgt.-Airport S-352 Air Service Mgt.-Helibase S-353 Dispatcher S-354 Camp Officer S-355 Equipment Officer S-356 Supply Officer S-370 Intermediate Air Operations S-380 Safety Mgmt. S-390 Fire Behavior S-420 Fire Organization and Mgmt. S-440 Plans Chief S-450 Service Chief S-451 Air Service Officer S-460 Finance Chief S-470 Air Attack Base S-490 Fire Generalship S-520 Advanced Fire Safety Mgmt. S-590 Fire Behavior Officer S-620 Fire Command		35
4	F 4	Claims Officer	60		S-110: x S-260: x		35
3	A 1	Safety Chief	09	Division Boss Safety Officer	S-110: x S-130: x S-190: x S-211: x S-212: x S-260: x S-270: x S-290: x S-330: x S-380: x S-390: x S-420: x S-520: x	01-1 04-1 05-1 09-1	45
4	A 1	Safety Officer	40	Sector Boss	S-110: x S-130: x S-190: x S-211: x S-212: x S-260: x S-270: x S-290: x S-330: x S-390: x S-420: x	09-1 40-1 18-1 33-1 41-1 48-1	45



Attachment 3

Agency Relationships and NFQS Acceptance

Agency Fire Suppression Relationships In Regard to BLM

Agency	Qualification System	Type Personnel Assistance	Impact on BLM
USFS	NFQS	Reciprocal	Primarily Northern California, Northern Idaho, and Oregon involvement. (NFQS rating required)
NPS	NFQS	Reciprocal	Negligible cooperative work. (NFQS rating optional)
BIA	NFQS	BLM assists BIA	Arizona only State which depends on BIA assistance. (NFQS rating optional)
BSF&W	NFQS	BLM assists BSF&W	Negligible cooperative work. (NFQS rating optional)
State Government	Own	Reciprocal	Major cooperative work. (NFQS rating optional)
Local Fire Department	Own	Reciprocal	Intermediate to low cooperative work. (NFQS rating optional)
Volunteer Fire Dept.	Own	Reciprocal	Low cooperative work. (NFQS rating optional)
Volunteer Public	None	Public assists BLM	Intermediate cooperative work; per diem guards, ranchers, recreational groups, etc. (No rating required)

Attachment 4

W.O. Instruction Memorandum No. 77-38

United States Department of the Interior

BUREAU OF LAND MANAGEMENT
WASHINGTON, D.C. 20240

January 21, 1977

Instruction Memorandum No. 77-38
Expires 12/31/77

To: SD's

From: Associate Director

Subject: Fire Management - Standards and Qualifications Task Force

The following personnel are appointed to a management task force to investigate and make recommendations to the Director as to whether or not BLM should adopt the proposed NWCG National Interagency Fire Qualification System.

Clair M. Whitlock	Alaska - Chairman
Dean D. Bibles	Idaho
George C. Francis	Oregon
John N. Russiff	Colorado
Donald G. Halsey	BIFC
Glendon E. Collins	Arizona
Fred McBride	Nevada

Additionally, a task force composed of the following FMO's will meet prior to the management task force, to do preliminary work such as defining workloads, exploring the ramifications of the Qualification System and evaluating the system for Bureau needs.

Joseph P. Kastelic	Alaska - Chairman
Fred McBride	Nevada
Donald G. Halsey	BIFC
Harlen Smith	New Mexico
Glen Rose	Wyoming

Two individuals will serve on both task forces and will serve as a bridge to carry forward to the management task force the information gathered. Art Belcher (440) will serve as liaison and WO representative on both task forces.

REVOLUTION BICENTENNIAL 1776-1976

The instructions and charge to the task forces are contained in the enclosed material. The assumptions necessary for the task force are contained in the instructions.

The management task force will meet in Boise, Idaho, at the Idaho State Office at 8 a.m. on March 7, 1977, through March 11, 1977. The report for the Director will be completed by April 1, 1977.

The FMO task force will meet in Seattle, Washington, at the Edgewater Motel the week of February 7 - 11, and will have its report to the Chairman of the management task force by February 18, 1977.

George A. Leonard

3 Enclosures
Encl. 1 - Assumptions for Task Force
Encl. 2 - Instructions to Management Task Force
Encl. 3 - Instructions to FMO Task Force

ASSUMPTIONS FOR TASK FORCE

1. USDI and BLM fire policy will be followed.

2. The standard fireline organization as outlined on the following pages of this enclosure will be used on all fires.

3. There will be fewer large fires in the future due to improved prevention, detection, and initial attack, but large fires will be more disastrous due to increasing resource and environmental values.

4. The "grandfather" provision of NWCG standards will be used for only initial rating and certification.

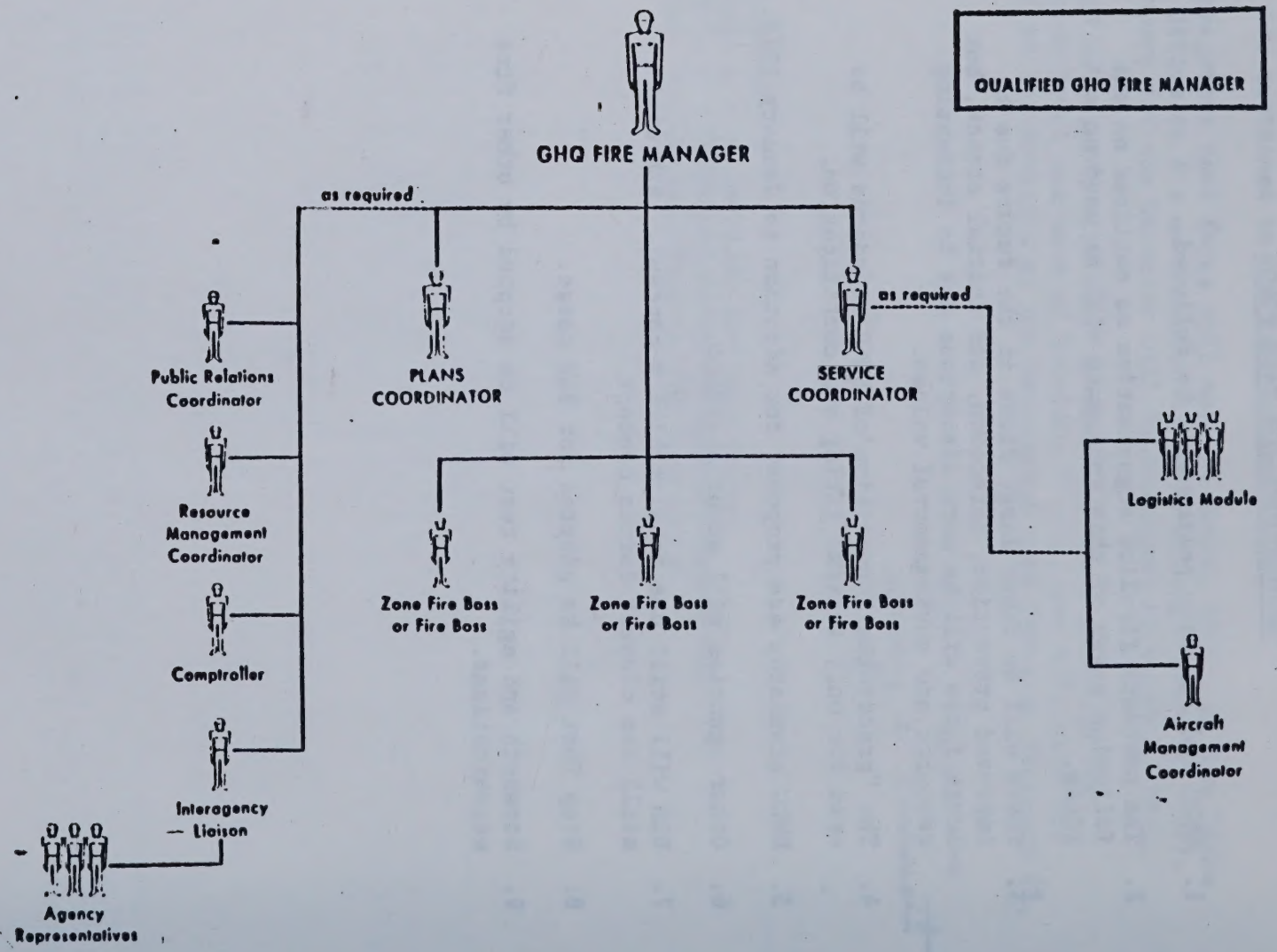
5. NWCG standards are proposed for adoption in January 1978.

6. Other agencies will adopt standard.

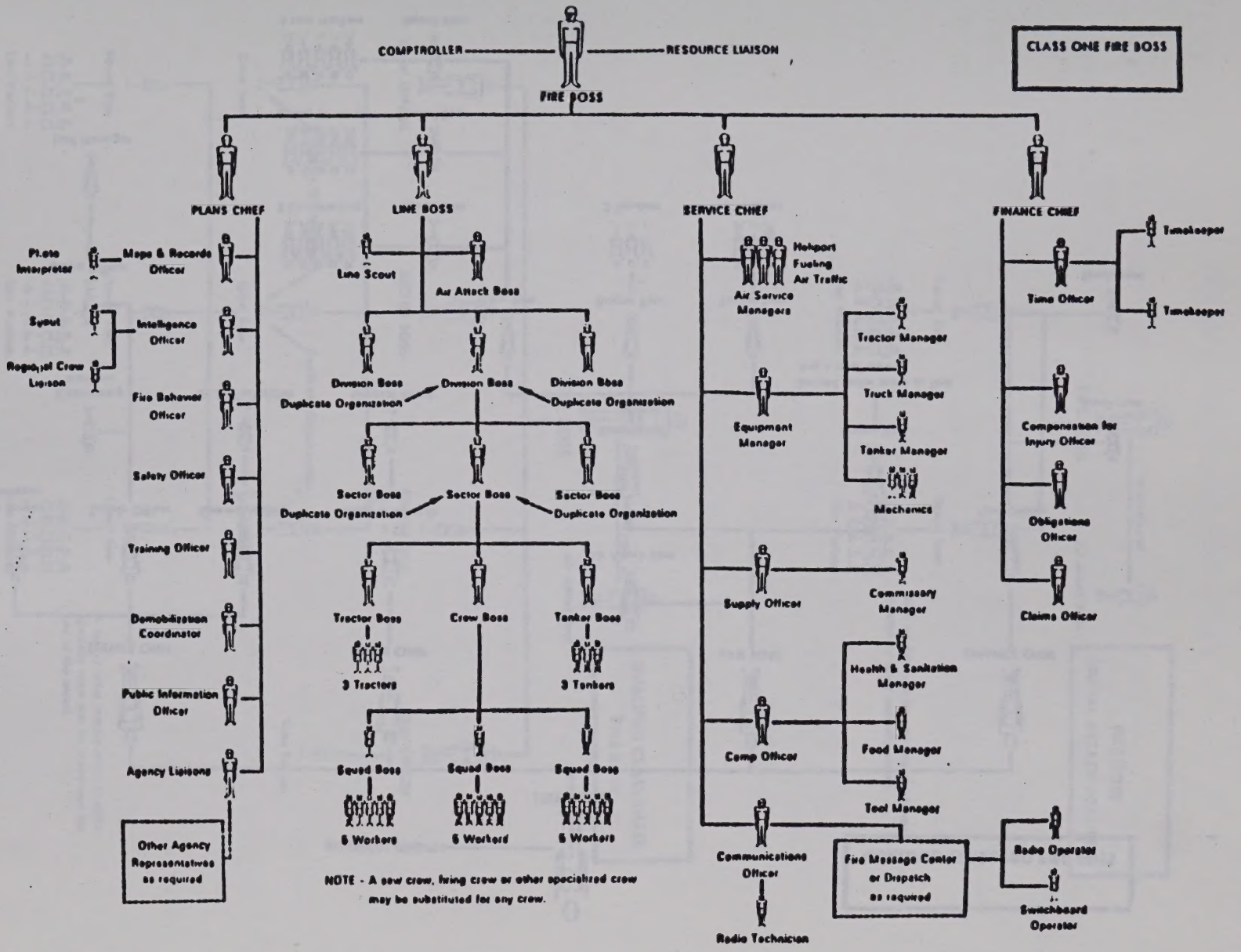
7. BLM will still use total mobility concept. BLM will still use closest forces concept.

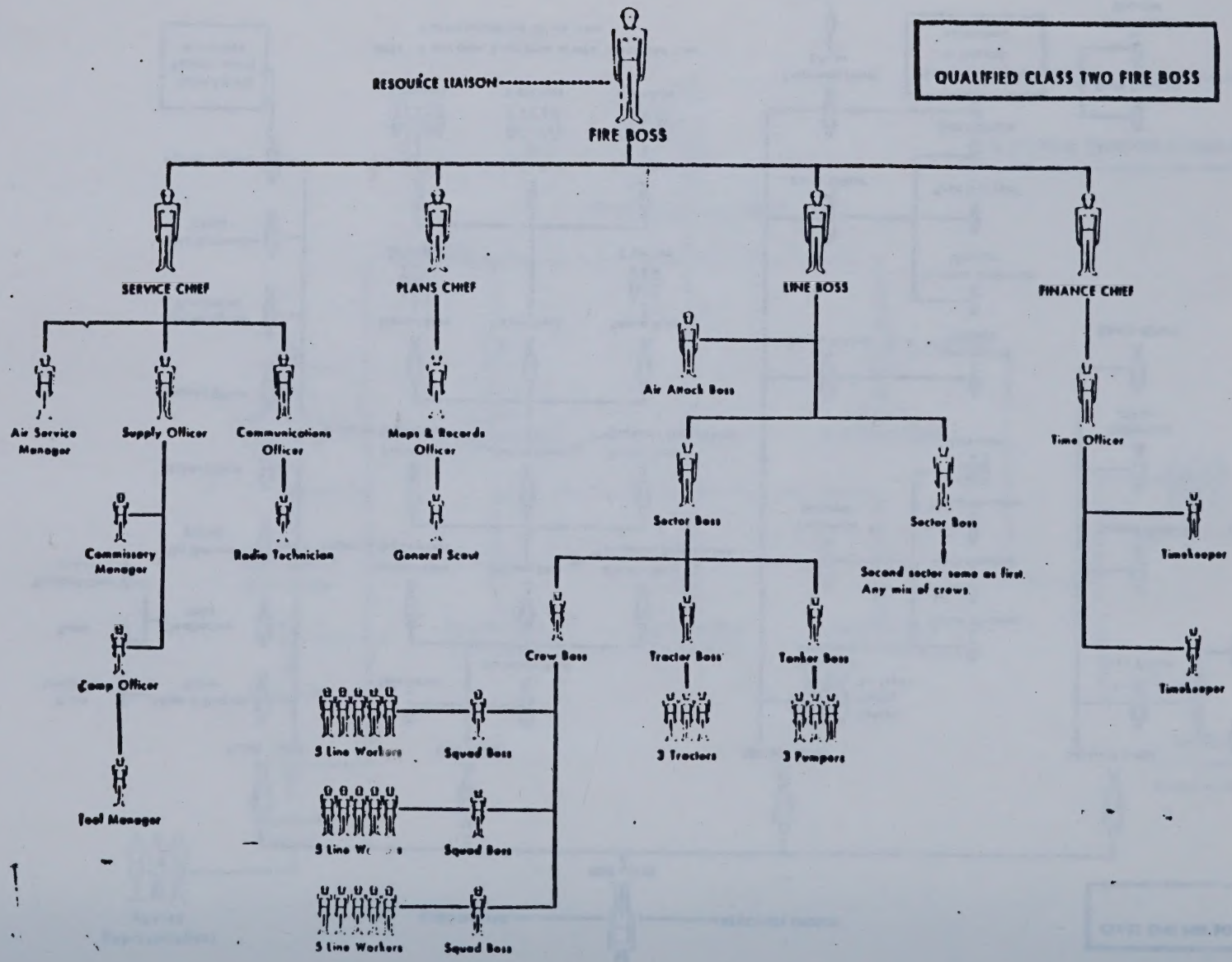
8. Step Test will be adopted for BLM usage.

9. Strength and agility test will be adopted by other fire organizations.

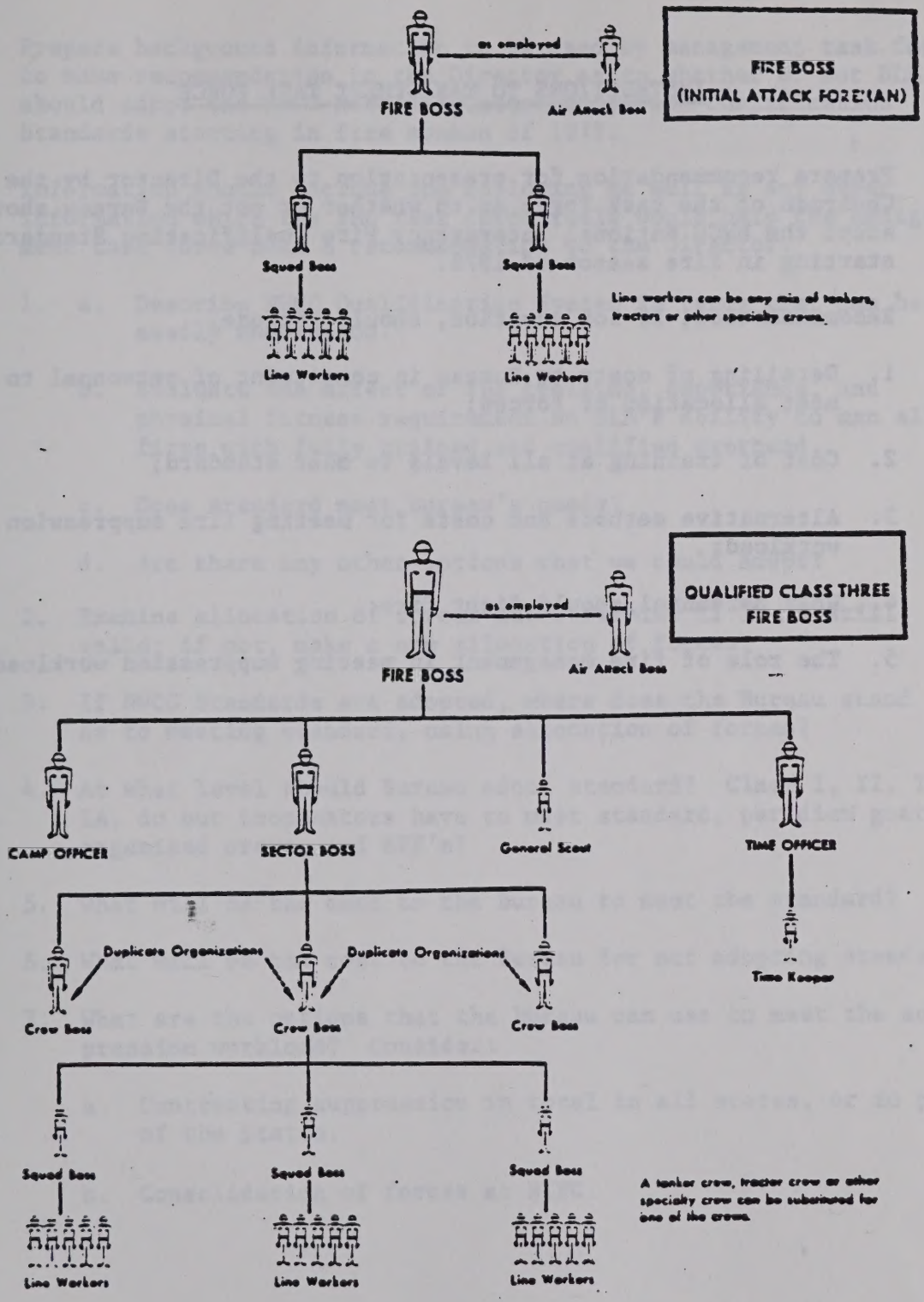


Enclosure 1-2.


CLASS ONE FIRE BOSS
COMPTROLLER
RESOURCE LIAISON
FIRE BOSS
PLANS CHIEF
LINE BOSS
SERVICE CHIEF
FINANCE CHIEF
Photo Interpreter
Maps & Records Officer
Scout
Intelligence Officer
Regional Crew Liaison
Fire Behavior Officer
Safety Officer
Training Officer
Demobilization Coordinator
Public Information Officer
Agency Liaisons
Other Agency Representatives as required
Line Scout
Air Attack Boss
Division Boss
Division Boss
Division Boss
Duplicate Organization
Duplicate Organization
Sector Boss
Sector Boss
Sector Boss
Duplicate Organization
Duplicate Organization
Tractor Boss
Crew Boss
Tanker Boss
3 Tractors
3 Tankers
Squad Boss
Squad Boss
Squad Boss
6 Workers
6 Workers
6 Workers
NOTE - A saw crew, hoing crew or other specialized crew may be substituted for any crew.
Heliport Fueling Air Traffic
Air Service Managers
Equipment Manager
Tractor Manager
Truck Manager
Tanker Manager
Mechanics
Supply Officer
Commissary Manager
Health & Sanitation Manager
Camp Officer
Food Manager
Tool Manager
Communications Officer
Radio Technician
Fire Message Center or Dispatch as required
Radio Operator
Switchboard Operator
Time Officer
Timekeeper
Timekeeper
Compensation for Injury Officer
Obligations Officer
Claims Officer



Enclosure 1-4


as employed
FIRE BOSS
Air Attack Boss
FIRE BOSS
(INITIAL ATTACK FOREMAN)
Squad Boss
Squad Boss
Line Workers
Line Workers
Line workers can be any mix of tankers, tractors or other specialty crews.
as employed
FIRE BOSS
Air Attack Boss
QUALIFIED CLASS THREE
FIRE BOSS
CAMP OFFICER
SECTOR BOSS
General Scout
TIME OFFICER
Duplicate Organizations
Duplicate Organizations
Crew Boss
Crew Boss
Crew Boss
Time Keeper
Squad Boss
Squad Boss
Squad Boss
Line Workers
Line Workers
Line Workers
A tanker crew, tractor crew or other specialty crew can be substituted for one of the crews.

INSTRUCTIONS TO MANAGEMENT TASK FORCE

Prepare recommendation for presentation to the Director by the Chairman of the task force as to whether or not the Bureau should adopt the NWCG National Interagency Fire Qualification Standards starting in fire season of 1978.

Recommendation, if for adoption, should include:

1. Detailing of costs to Bureau in commitment of personnel to meet allocation of forces;

2. Cost of training at all levels to meet standard;

3. Alternative methods and costs for meeting fire suppression workload;

4. What personnel should fight fire;

5. The role of fire management in meeting suppression workload.

Enclosure 2

INSTRUCTIONS TO FMO TASK FORCE

Prepare background information to be used by management task force to make recommendation to the Director as to whether or not BLM should adopt the NWCG National Interagency Fire Qualification Standards starting in fire season of 1978.

Information should include the following as well as any other information which the FMO task force feels would help the Management task force make a recommendation to the Director:

1. a. Describe NWCG Qualification System in terms that can be easily understood.

   b. Evaluate the effect of the training, experience, and physical fitness requirement on BLM's ability to man all fires with fully trained and qualified overhead.

   c. Does standard meet Bureau's needs?

   d. Are there any other options that we could adopt?

2. Examine allocation of forces and determine if it is still valid; if not, make a new allocation of forces.

3. If NWCG Standards are adopted, where does the Bureau stand as to meeting standard, using allocation of forces?

4. At what level should Bureau adopt standard? Class I, II, III, IA, do our cooperators have to meet standard, per diem guards, organized crews, and EFF's?

5. What will be the cost to the Bureau to meet the standard?

6. What will be the cost to the Bureau for not adopting standard?

7. What are the options that the Bureau can use to meet the suppression workload? Consider:

   a. Contracting suppression in total in all states, or in parts of the States.

   b. Consolidation of forces at BIFC.

c. Consolidating in States.

d. Regional consolidation.

e. Make suppression jobs part of job descriptions for particular positions; i.e., the GS-11 Forester in the Lander Resource Area of the Rawlins District must be a qualified Plans Chief I.

8. Develop models for Fire Management positions that can be used by various districts ranging from the lowest fire load level to the highest.

Attachment 5

Cost Comparison of Qualification Options -

Cost Comparison of Qualification Options
(Nevada Estimate)

No. Positions	Position Name	Training Hours		Cost (Trainee wages only $7/Hr.)					
		NFQS (ea.Position)	BLM (ea.Position)	Option 1 NFQS Certif.	Option 2 BLM Certif.	Option 3 Contract Suppress.	Option 4 NFQS Cert. FB III & Less	Option 5 NFQS Cert. FB II & Less	Option 6 NFQS,BLM, & No. Certif.
2	Fire Boss II	308		4312	System not developed. Estimate less than Option #5, but more than Option #6. (Used 1/2 (Option #5-Option #6) plus Option #6)	Option #1 plus 25 percent Administrative Charge as Minimum.		Same as Option #1 since no Class I rated personnel are needed. If Class I personnel were needed in Nevada, Option #1 would cost more.	4312
2	Fire Boss II	256		3584					3584
2	Finance Chief II	112		1568					1568
2	Plans Chief II	308		4312					4312
2	Service Chief II	256		3584					3584
2	Line Locator	196	80	2744					1120
2	Air Attack Boss	288		4032			4032		4032
2	General Scout	164	80	2296			2296		1120
2	Map/Records	32	80	448					1120
2	Heliport Manager	56		784					784
2	Airport Manager	44		616					616
2	Air Service Manager	148		2072					2072
10	Sector Boss	204	80	14,280			14,280		5600
5	Tanker Boss	152	80	5320			5320		2800
5	Firing Boss	176	80	6160			6160		2800
2	Supply Officer	48		672					

Cost Comparison of Qualification Options
(Nevada Estimate)

No. Positions	Position Name	Training Hours		Cost (Trainee wages only $7/Hr.)					
		NFQS (ea.Position)	BLM (ea.Position)	Option 1 NFQS Certif.	Option 2 BLM Certif.	Option 3 Contract Suppress.	Option 4 NFQS Cert. FB III & Less	Option 5 NFQS Cert. FB II & Less	Option 6 NFQS, BLM, & No. Certif.
2	Safety Officer	220		3080					3080
4	Timekeeper	20		560			560		
2	Comp. for Injury	20		280					
2	Communication Spec.	16		224					
1	FIO	52		364					
2	Fire Behavior Off.	300		4200					4200
10	Specialty Training	20	20	1400			1400		1400
	N/A	N/A	N/A	66,892	57,498	83,615	34,048	66,892	48,104

**NOTE: If Nevada had planned Class I Fire Personnel Options 1, 3, and 6 would rise proportionately. Option 2 would also rise, but to a lesser degree.

Nevada Under Current Allocation of Force
Plus In-State Need
NFQS

No. of Positions	Position Name	Training Hr. (ea. Position)	Cost ($7/hr.)
1	Fire Boss I	440	$ 3080
1	Plans Chief I	440	3080
1	Line Boss I	296	2072
1	Service Chief I	352	2464
1	Finance Chief I	152	1064
1	Fire Boss II	308	2156
1	Plans Chief II	308	2156
1	Line Boss II	256	1792
1	Service Chief II	256	1792
1	Finance Chief II	112	784
2	Division Boss	220	3080
10	Sector Boss	204	14280
2	Tractor Boss	180	2520
1	Camp Officer	52	364
1	Equipment Officer	68	476
1	Claims Officer	20	140
1	Obligations Officer	20	140
2	Line Locator	196	2744
2	Air Attack Boss	288	4032
2	General Scout	164	2296
2	Maps Records	32	448
2	Heliport Manager	56	784
2	Airport Manager	44	616
2	Air Service Manager	148	2072
5	Tanker Boss	152	5320

No. of Positions	Position Name	Training Hr. (ea. Position)	Cost ($7/hr.)
5	Firing Boss	176	6160
2	Safety Officer	220	3080
4	Timekeeper	20	560
2	Comp. for Injury	20	280
2	Communication Spec.	16	224
1	FIO	52	364
2	Fire Behavior Officer	300	4200
10	Specialty Training	20	1400
	N/A	10956	$ 76,692

Attachment 6

Fire Boss III/Sector Boss Training-NFQS and BLM System

Fire Boss III/Sector Boss Training
NFQS

1.	Basic Fire Orientation	8
2.	Basic Firefighter	16
3.	Water Pumps	24
4.	Power Saws	24
5.	Crew Boss	24
6.	Introduction to Fire Behavior	8
7.	Fire Business Management	12
8.	Basic Air	12
9.	Organization for Fire Suppression	16
10.	Sector Boss	24
11.	Fire Behavior	36
		204 hours

Fire Boss III/Sector Boss Training
BLM System
(Use Selected NFQS Training Material)

	Course No.	Unit
Organization for Fire Suppression		
a. Air Organization	S-270	2
b. Fire Line Organization	S-320	1
1. Position Responsibilities	S-190	1
	S-330	2
c. Supervision	S-230	2 a
d. Authorities	S-110	
e. Responsibilities	S-330	1
f. Duties	S-330	1
g. Planning for Buildup and Control	S-330	1
h. Keeping Everyone Informed	S-330	5
	Estimate 12 hours	
Fire Behavior		
a. Start and Spread	S-190	1
b. Combustion	S-190	1
c. Ten Standard Orders	S-190	
d. 13 Situations "Watch Out"	S-230	1
e. Fire Weather	S-390	3
f. Topography	S-390	2
g. Fuel	S-390	1
	Estimate 16 hours	
Fire Business Management		
a. Timekeeping	S-260	1
b. Work Injury Compensation	S-260	2
c. Procurement	S-260	3
d. Property Management	S-260	4
e. Arranging Travel	S-260	
	Estimate 4 hours	
Use and Tactics		
a. Size-up for Initial Attack	S-320	2
b. Handline Construction	S-130	4, 6
c. Waterline Construction	S-211	3
d. Mop-up	S-130	9
e. Hose Lay	S-211	2 c, d
f. Retardant Use - Tactics	S-270	4 b, c, d
g. Helicopter Use - Tactics	S-270	4
h. Calculation Probabilities	S-390	7
i. Heavy Equipment Use	S-330	9
j. Burnout and Backfire	S-330	4 h, i, j, k
	Estimate 24 hours	

5. Aviation Management

	a. Helicopter Management	S-270	2, 3
	- Heliport Construction	S-270	7
	- Load Calculations	S-270	1 c
*	b. Paracargo Management	S-270	5 c, d, e
*	c. Aerial Mapping	S-130	15
		S-270	6 c
		Estimate 8 hours	

6. Tools

	a. Use of Hand Tools	S-130	5
	b. Maintenance	S-130	7
	c. Communications	S-130	13
	d. Hydraulics	S-211	2 f, g
*	e. Pump Operation and Troubleshooting	S-211	1 b, c, 4
*	f. Saw Operation and Troubleshooting	S-213	1 b, c, d, e, f
			2 b; 3; 4 a, b, c, d, e, f, g, h
		Estimate 16 hours	

* Optional by local office need

Current Allocation of Force

1977

Type Team	No. People Per Team	No. of Teams	No. People Committed
GHQ	3	3	9
Class I O.H.	5	5	25
Class II O.H.	5	5	25
Line	5	22	110
Plans	3	8	24
Service	3	8	24
Finance General	6	7	42
Finance Special	2	1	2
Air General	5	4	20
Air Special	2	5	10
Safety	1	7	7
Information	1	6	6
Fire Behavior	1	7	7
Training	1	3	3
Communication	5	7	35
Air Service	1	4	4
		Total	353

APPENDIX 2

DETAILED DESCRIPTION OF OPTIONS 1 - 7

APPENDIX 2

DETAILED DESCRIPTION OF OPTIONS 1 - 7

Option 1: ADOPT THE NATIONAL FIRE QUALIFICATION SYSTEM (NFQS)

What does it mean to the BLM--"Adopt the NFQS completely?" As stated, the System is based on a fire job fire qualification standard. For any of the 60 fire jobs in the standard, BLM personnel holding these jobs on any BLM fire would meet standard requirements fully. The standard would be applied without variance to the fire seasonals as well as permanent personnel used in fire suppression.

The national standard is an enhanced version of the BLM's 1973 standard. These standards are compared by an attached comparison graph showing essentially differences as follows:

A. Safety function added with a Safety Chief position.

B. More fundamental training is projected to the lower level fire positions in line. A fire fighter needs 24 hours v.s. none by 1973 Standard. Power Saws, Water/Pumps, Basic Air Operations, and Basic Fire Orientation are courses added to training below Crew Boss level. Organizing for Fire Suppression is another course added to develop a Fire Boss III position.

C. Advanced Fire Behavior (80 hours of training by the 1973 Standard) was deleted from the Standard by beefing up the Intermediate Fire Behavior course from 24 to 36 hours and developing a Fire Behavior Officer 80 hour course to train the Fire Behavior Officer. Then fuel type variations are compensated by using this position within the Plans Function.

D. Air Attack Boss training is directed at the Air Attack Boss position only. A lesser course, Intermediate Air Operations, is required for Division Boss and higher line and command positions.

E. Dependence on existing skills in the BLM organization were also considered such as Public Information Officer with training required only to the extent of operating within the fire suppression organization.

F. The two Service and Plans Function courses were broken down to seven courses relating to the Chief and sub-positions to be responsive to just the training needs of, say, the Supply Officer.

From a national viewpoint, as projected by the National Wildfire Coordinating Group membership, the NFQS has been accepted, other than by BLM. Granted, there are problems yet to be solved by implementing agencies in judging the qualifications of current fire personnel to the Standard. How do you relate the equivalency, "grandfathering," etc.? The components of the Standard, excepting some training courses, are complete with interim courses available for those not complete. The System requires only the evaluation part to be developed.

Pro Comments

a. Certified personnel are acceptable to all agencies in a loan situation. Each agency knows the criteria of the Standard and develops its forces commensurately. Therefore, when positions are exchanged, there is reasonable expectation on their minimum skills/knowledge capability when ordered. The order can match the sized-up job to be done.

b. Increased training flexibility. Training by the Standard training courses by participating agencies allows for the optimum in training efficiency, such as sharing of instructors, facilities, and mixing by agency trainees. The courses also are job performance oriented which permits challenge and the use of self learning centers with appropriate testing at the local level (courses at 100-300 level).

c. Regardless of starting point, any agency can build proficiency to an optimum level under NFQS. The Standard charts the path to build its fire suppression program to a national level of proficiency in fire suppression in fire jobs by definition, organization, training, experience, and physical fitness, starting from zero to wherever that agency is currently in developing its fire forces. Overhead positions are developed through joint national advanced training.

d. Certified "Red Carded" positions could reduce after-the-fact liability. By a national, united Standard on what constitutes qualification in a specific fire job, then, where the Standard is followed, liability because of incompetence is lessened. Department policy requires fire suppression personnel be qualified in fire jobs performed. The NFQS can set this requirement, supported nationally.

e. NFQS provides a developed system to measure proficiency. The 60 fire jobs of the Standard are based on performance requirements developed by master performers against the Standard fire organization. Actual job performance can be measured against the Standard performance requirements to define satisfactory and high levels of performance.

f. Potential interagency savings in course development and training.

g. Promote day-to-day working relations between agencies. By training and fire suppression actions being intermixed between agencies, a mutual trust climate is developed. "I'm OK, you're OK" relations are established for across-the-board, day-to-day operations.

h. Adds budgetary clout for dollars/manpower acquisitions. The interagency force is behind justifications for money, equipment, facilities, and manpower.

Con Comments

a. Too strict for local BLM cooperators. The physical fitness "step test" and training/experience requirements of the NFQS Standard

are nearly impossible for cooperators, such as many State agency fire personnel, BLM Per Diem Guards and ranchers, to obtain. Their assistance in detection and fire fighting, along with the use of their equipment, are important to the BLM's initial attack program. By total adoption of the NFQS, unless meeting fully the Standard, many cooperators would be excluded from such assistance. This would dynamically affect BLM relations with cooperators.

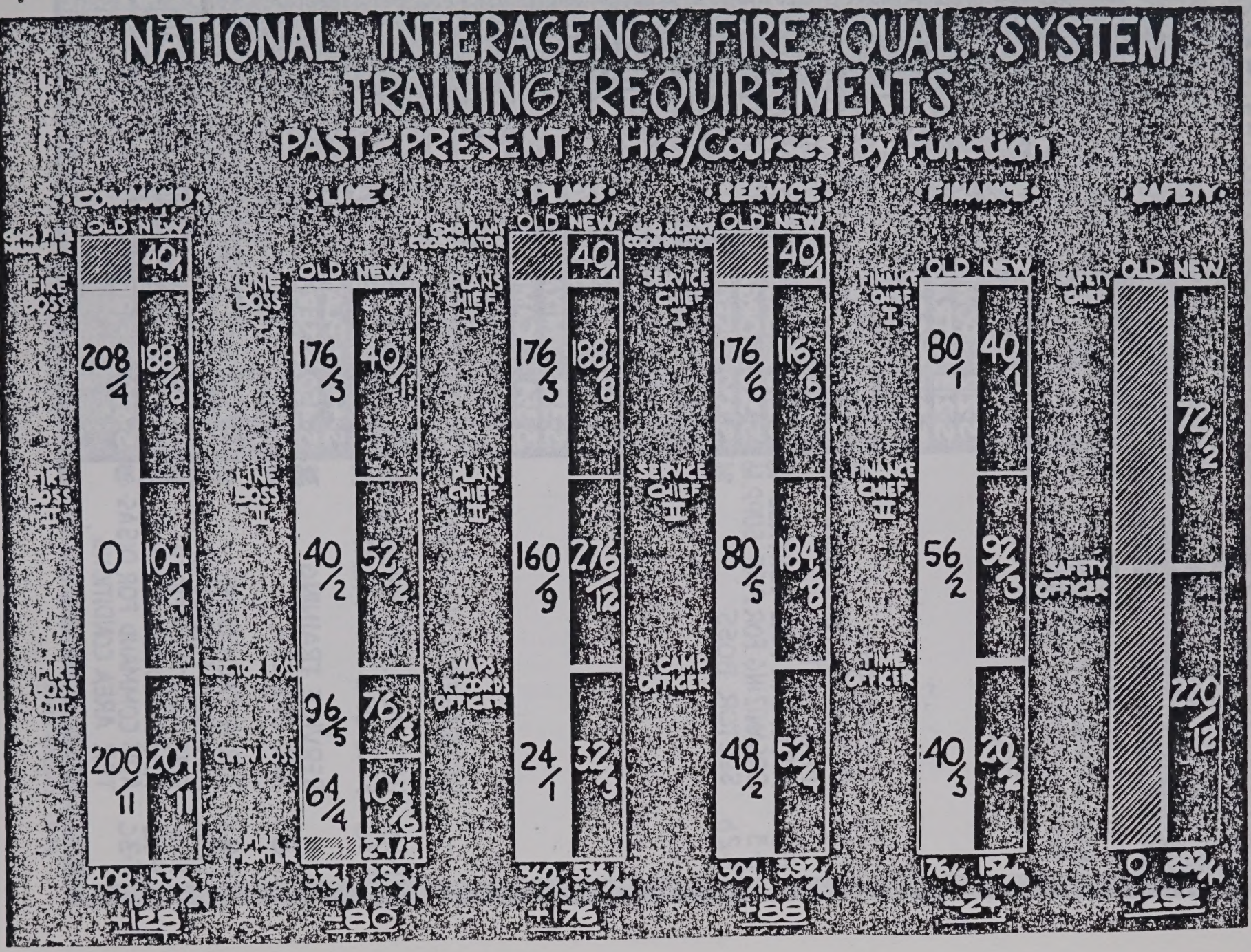
b. High cost of initial training and maintenance. Refer back to "B" of this option. One of the main areas of conflict BLM has with the NFQS Standard lays in the Fire Fighter through Fire Boss III levels of training. Two hundred-four hours are required to develop a Fire Boss III. In range districts where initial attack depends on tankers to suppress wildfires, then there is substantial additional training required. For example, the Standard requires power saw and water/pumps training which do not relate directly to the needs of such districts but require six days of the 204 hours training. Projected over the districts with this type initial attack operation, there is a high cost of initial training. Maintenance costs are higher too because of the normal turnover of personnel in districts.

c. Standards exceed local, within district, and state needs. A number of the NFQS Standard fire jobs are not needed by BLM in the suppression of fast developing and suppressed range fires. Initial attack tactics and strategy thus differs from that of timber fires. The requirements for an initial attack fire boss in performance requirements vary from the Standard which relates to large fire management. To follow the NFQS Standard fully and to additionally train to local needs for tanker operations far exceeds the NFQS Standard.

d. Standard is not fuel type reactive. Rather than including fire job experiences within different fuel types and then rating accordingly, the Standard is based on management difficulty/complexity per fire job. Experience in range types by other than BLM fire personnel isn't common. Therefore, overhead furnished BLM by other agencies often overkill in suppression tactics and strategy in manpower, equipment to do the most cost effective job.

e. National Fire Qualification Standard is not fully developed. Uncertainty as to what the rest of the system will incorporate makes adoption difficult. Without knowing what role equivalency and testing will assume, it is hard to rate BLM personnel against an unknown standard.

NATIONAL INTERAGENCY FIRE QUAL. SYSTEM
TRAINING REQUIREMENTS
PAST - PRESENT : Hrs/Courses by Function



INTERAGENCY FIRE COURSE EQUIVALENCE

OLD			NEW		
COURSE NO	TITLE	HOURS	COURSE NO	TITLE	HOURS
F-11	FIRE FUNDAMENTALS	8	S-110	BASIC FIRE ORIENTATION	8
F-2	FIREMAN TRAINING	24	S-130	BASIC FIRE FIGHTER	16
F-1	INTRO. TO FIRE BEHAVIOR	8	S-190	INTRO. TO FIRE BEHAVIOR	8
F-6	USE OF WATER IN FIRE CONTROL	8	S-211	WATER / PUMPS	24
			S-212	POWER SAWS	24
			S-213	TRACTORS	16
			S-214	GROUND TANKERS	24
			S-215	FIRING EQUIPMENT	16
F-2a	CREW BOSS	24	S-230	CREW BOSS	24
F-5	BUSINESS MGMT. PRIN. INT FIRE CONTROL	16	S-260	FIRE BUSINESS MGMT PRIN	32
F-8	AIR OPS. IN FIRE CONTROL	16	S-270	BASIC AIR OPERATIONS	32
F-3	ORGANIZING FOR FIRE SUPP.	16	S-320	ORGANIZING FOR FIRE SUPP	16
F-2b	SECTOR BOSS	24	S-330	SECTOR BOSS	24
			S-331	CREW LIASON OFFICER	16
			S-341	MAPS-RECORDS OFFICER	16
			S-343	INFRARED IMAGRY INTERP	24
			S-351	AIR SERV MGR - AIRPORT	32
			S-352	AIR SERV MGR - HELIPORT	16
			S-353	MIXMASTER	32
			S-354	CAMP OFFICER	24
			S-355	EQUIPMENT OFFICER	16
			S-356	SUPPLY OFFICER	24
—	INTERAGENCY AIR COORD.	24	S-370	INTERMED. AIR OPERATIONS	16
			S-380	SAFETY MGMT.	16
F-1a	INTERMED. FIRE BEHAVIOR	32	S-390	FIRE BEHAVIOR	32
F-3a	FIRE ORG. AND MGMT.	24	S-420	FIRE ORG. AND MGMT.	32
			S-440	PLANS CHIEF	32
—	SERVICE TRAINING	32	S-450	SERVICE CHIEF	32
F-8b	AIR OFFICER	16	S-451	AIR SERVICE OFFICER	16
			S-460	FINANCE CHIEF	40
F-8a	AIR ATTACK BOSS	16	S-470	AIR ATTACK BOSS	32
F-3b	ADVANCED FIRE GENERALS	80	S-520	FIRE GENERALSHIP	40
F-15	FIRE SAFETY OFFICER	40	S-580	ADVANCED FIRE SAFETY MGMT	32
F-1b	ADVANCED FIRE BEHAVIOR	80	S-590	FIRE BEHAVIOR OFFICER	80
F-3c	ADV. COMMAND FOR DISASTER AREA CONDITIONS	40	S-620	FIRE COMMAND	40

fire jobs have more than one entry under fire-experience requirements. Satisfactory performance in only one of the listed jobs in any block (both, when joined with a plus sign) will satisfy this prerequisite experience requirement.

8. Physical Fitness. These entries show the minimum physical fitness age-adjusted score which must be obtained before filling the jobs. This score is determined by the standard step test or the 1.5-mile run.

Exhibit 1

TABLE 1
FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES																																EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
					S-110 Basic Fire Orientation	S-130 Basic Firefighter	S-190 Intro. To Fire Behavior	S-211 Water/Pumps	S-212 Power Saws	S-213 Tractors	S-214 Ground Tenders	S-215 Firing Equipment	S-230 Crew Boss	S-260 Fire Business Mgmt. Prin.	S-270 Basic Air Operations	S-290 Organizing for Fire Supp.	S-300 Sector Boss	S-331 Crew Liaison Officer	S-341 Map-Records Officer	S-342 Infrared Imagery Interp.	S-351 Air Service Mgmt.-Airport	S-352 Air Service Mgmt.-Heliport	S-353 Dispatcher	S-354 Camp Officer	S-355 Equipment Officer	S-356 Supply Officer	S-370 Intermediate Air Operations	S-380 Safety Mgmt.	S-390 Fire Behavior	S-420 Fire Organization and Mgmt.	S-440 Plans Chief	S-450 Service Chief	S-451 Air Service Officer	S-465 Finance Chief	S-470 Air Attack Boss	S-520 Fire Governorship	S-580 Advanced Fire Safety Mgmt.	S-590 Fire Behavior Officer	S-620 Fire Command		
1	C 1	GHQ Fire Manager	01	Fire Boss I	x	x	x	x	x				x	x	x	x	x		x					x	x	x		x	x	x		x					x	01-1 02-1 04-1	35
2	C 1	Fire Boss I	04	Fire Boss II Line Boss I Plans Chief I	x	x	x	x	x				x	x	x	x	x		x					x	x	x		x	x	x		x					x	01-1 04-1 10-1 + 05-1 10-1 + 06-1 05-1 + 06-1 05-2 06-2	40
3	C 1	Fire Boss II	10	Division Boss or Line Boss II Plans Chief II	x	x	x	x	x				x	x	x	x	x		x							x		x	x	x								04-1 10-1 05-1 11-2 16-2 06-1 12-2	40
4	C 1	Fire Boss III	17	Initial Attack Fire Boss on Small Fire (10 men) Crew Boss	x	x	x	x	x				x	x	x	x	x											x										10-1 17-1 11-1 16-1 18-1 12-1 13-1	40
2	L 1	Line Boss I	05	Line Boss II	x	x	x	x	x				x	x	x	x	x									x		x	x							x			01-1 04-1 05-1 16-2 11-2 11-1 + 16-1	45
3	L 1	Line Boss II	11	Division Boss	x	x	x	x	x				x	x	x	x	x									x		x	x										05-1 10-1 11-1 16-1 18-2	45

Exhibit 1 - continued

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES: S-110 Basic Fire Orientation	S-130 Basic Firefighter	S-190 Intermediate Fire Behavior	S-211 Water/Pumps	S-212 Power Saws	S-213 Tractors	S-214 Ground Tenders	S-215 Fire Equipment	S-230 Crew Boss	S-240 Fire Business Mgmt. Prin.	S-270 Basic Air Operations	S-320 Organizing for Fire Supp.	S-330 Sector Boss	S-331 Crew Liaison Officer	S-341 Maps-Records Officer	S-343 Infrared Imagery Interp.	S-351 Air Service Mgt.--Airport	S-352 Air Service Mgt.--Helispot	S-353 Timemaster	S-354 Camp Officer	S-355 Equipment Officer	S-356 Supply Officer	S-370 Intermediate Air Operations	S-380 Safety Mgmt.	S-390 Fire Behavior	S-420 Fire Organization and Mgmt.	S-440 Plans Chief	S-450 Service Chief	S-451 Air Service Officer	S-460 Finance Chief	S-470 Air Attack Boss	S-520 Fire Generalship	S-580 Advanced Fire Safety Mgmt.	S-590 Fire Behavior Officer	S-620 Fire Command	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
2	L 1	Division Boss	16	Sector Boss	x	x	x	x	x				x	x	x	x	x										x		x										05-1 10-1 11-1 16-1 18-2 18-1 + 12-1 18-1 + 13-1	45
3	L 1	Sector Boss	18	Crew Boss	x	x	x	x	x				x	x	x	x	x												x										17-1 11-1 16-1 18-1 19-2 25-1 26-1 27-1 28-1 31-1	45
4	L 1	Crew Boss	19	Squad Boss	x	x	x	x	x				x	x	x																								11-1 16-1 17-1 18-1 19-1 20-1 25-1 26-1 27-1 28-1 31-1	45
5	L 1	Squad Boss	20	Firefighter	x	x	x																																20-1 21-1	45
5	L 1	Firefighter	21			x	x																																	45
3	L 2	Air Attack Boss	15	Line Boss II	x	x	x	x	x				x	x	x	x	x										x		x	x					x				05-1 10-1 15-1	35

Exhibit 1 - continued

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
3	L 2	Air Traffic Boss	22	Pilot or Air-Oriented Fireline Overhead	S-110 x; S-130 x; S-420 x	15-1 22-1 23-1 24-1	35
4	L 2	Air Tanker Boss	23	Pilot	S-110 x; S-130 x; S-370 x; S-420 x	15-1 23-1 22-1 24-1	35
4	L 2	Helicopter Boss	24	Fire Boss III Air Svc. Mgr. -Heliport II	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213 x; S-214 x; S-215 x; S-216 x; S-220 x; S-230 x; S-231 x; S-232 x; S-233 x; S-370 x; S-420 x	15-1 24-1 22-1 23-1	35
4	L 3	Tractor Boss	25	Crew Boss	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213 x; S-214 x; S-215 x; S-216 x; S-220 x; S-230 x; S-231 x; S-420 x	25-1 19-1 18-1	45
4	L 4	Tanker Boss	26	Crew Boss	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213 x; S-215 x; S-216 x; S-220 x; S-230 x; S-231 x	26-1 19-1 18-1	45
4	L 5	Firing Boss	27	Crew Boss	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213 x; S-215 x; S-220 x; S-230 x; S-231 x; S-420 x	27-1 19-1 18-1	45
4	L 6	Felling Boss	28	Crew Boss Experienced Faller	S-110 x; S-130 x; S-190 x; S-211 x; S-212 x; S-213 x; S-220 x; S-230 x; S-231 x	28-1 19-1 18-1	45

Exhibit 1 - continued

FIRE JOB QUALIFICATION REQUIREMENTS

| MANAGEMENT LEVEL | FUNCTION | FIRE JOB TITLE | FIRE JOB NUMBER | PREREQUISITE FIRE JOBS | TRAINING COURSES | | |

Exhibit 1 - continued

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES																																		EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
					S-110 Basic Fire Orientation	S-130 Basic Firefighter	S-190 Intermed. Fe Fire Behavior	S-211 Water/Pumps	S-212 Power Saws	S-213 Tractors	S-214 Chemical Retardants	S-215 Fixing Equipment	S-230 Crew Boss	S-260 Fire Business Mgmt. Prin.	S-270 Basic Air Operations	S-330 Organizing for Fire Supp.	S-340 Dozer Boss	S-351 Crew Liaison Officer	S-360 Tech/Leading Officer	S-361 Infrared Imagery Interp.	S-372 Air Service Mgr.-Airport	S-373 Air Service Mgr.-Helisport	S-390 Ntmaster	S-396 Camp Officer	S-397 Equipment Officer	S-398 Supply Officer	S-470 Intermediate Air Operations	S-480 Safety Mgmt.	S-490 Fire Behavior	S-491 Fire Organization and Mgmt.	S-492 Plans Chief	S-493 Service Chief	S-494 Air Service Officer	S-495 Finance Chief	S-496 Air Attack Base	S-520 Fire Ecmergmtcy	S-580 Advanced Fire Safety Mgmt.	S-590 Fire Behavior Officer	S-620 Fire Command		
3	P 1	Plans Chief II	12	Maps-Records Officer Sector Boss	x	x	x	x	x				x	x	x	x	x		x							x		x	x	x										06-1 12-1 32-1 + 16-1 32-1 + 18-1 33-1 + 16-1 33-1 + 18-1 36-1 + 16-1 36-1 + 18-1 32-2 33-2	35
3	P 1	Maps - Records Officer	32		x		x												x																				12-1 32-1 33-1	35
3	P 2	Intelligence Officer	33	Sector Boss	x	x	x	x	x				x	x	x	x	x												x										16-1 18-1 33-1 34-1 36-1	40
3	P 2	General Scout	34	Crew Boss	x	x	x	x	x				x	x	x														x										18-1 19-1 34-1	45
4	P 3	Infrared Imagery Interpreter	35	Aerial Photo Interpretation	x		x													x																			35-1	35
3	P 4	Fire Behavior Officer	36	Division Boss	x	x	x	x	x				x	x	x	x	x									x			x									x		04-1 06-1 36-1 12-1	40
4	P 5	Fire Information Officer	37	Public Information Off.	x		x																							x										37-1	35

Exhibit 1 - continued

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES: S-110 Basic Fire Orientation	S-130 Basic Firefighter	S-190 Intro. To Fire Behavior	S-211 Water/Pumps	S-212 Power Saws	S-213 Tractors	S-214 Ground Tenders	S-215 Fitting Equipment	S-230 Crew Boss	S-260 Fire Business Mgmt. Fld.	S-270 Basic Air Operations	S-290 Organizing for Fire Camp	S-330 Sector Boss	S-331 Crew Liaison Officer	S-341 Map-Aerovise Officer	S-343 Infrared Imagery Interp.	S-351 Air Service Mgr.-Airport	S-352 Air Service Mgr.-Helispot	S-353 Helimaster	S-354 Camp Officer	S-355 Equipment Officer	S-356 Supply Officer	S-370 Intermediate Air Operations	S-380 Safety Mgmt.	S-390 Fire Behavior	S-410 Fire Organization and Mgmt.	S-440 Plans Chief	S-450 Service Chief	S-451 Air Service Officer	S-460 Finance Chief	S-470 Air Attack Base	S-520 Fire Generalship	S-580 Advanced Fire Safety Mgmt.	S-590 Fire Behavior Officer	S-620 Fire Command	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
3	P 6	Training Officer	38	Division Boss Instructor	x	x	x	x	x				x	x	x	x	x	x									x		x	x									10-1 11-1 12-1 13-1 14-1 16-1 38-1	40
3	P 7	Liaison Officer Coordinator	39	Crew Liaison Officer	x	x	x	x	x				x	x	x	x	x	x											x										31-1 39-1	35
1	S 1	GHQ Service Coordinator	03	Service Chief I	x	x	x	x	x	x	x		x	x	x										x	x				x		x	x				x		03-1 07-1	35
2	S 1	Service Chief I	07	Service Chief II Equipment Officer Supply Off.	x	x	x	x	x	x	x		x	x	x										x	x				x		x	x			x			03-1 07-1 13-1	35
3	S 1	Service Chief II	13	Camp Officer Supply or Equip. Officer Crew Boss	x	x	x	x	x				x	x	x										x	x				x		x	x						07-1 13-1 41-2) or any 43-2) combination 47-2) 1 each 48-2)	35

Exhibit 1 - continued

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
3	S 1	Camp Officer	41		x x x	13-1 41-1 42-1 43-1 44-1 45-1 46-1 47-1 53-1	35
3	S 1	Tool Manager	42	Tool Maintenance and Service	x		35
4	S 2	Equipment Officer	43	Tractor Mgr. Tanker Mgr. Truck Mgr.	x x x x x x	43-1 44-1 45-1 46-1	35
5	S 2	Tractor Manager	44		x x x x	44-1	40
5	S 2	Tanker Manager	45		x x x x	45-1	40
5	S 2	Truck Manager	46	Truck Driver	x x x	46-1	40
4	S 3	Supply Officer	47		x x x x	47-1 41-1	35
3	S 4	Air-Service Officer	48	Air-Service Mgr.-Airport Air-Service Mgr. - Heliport I	x x x x x x x x x x	48-1 49-1 50-1	35

Exhibit 1 - continued

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES																																				EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
					S-110 Basic Fire Orientation	S-130 Basic Firefighter	S-190 Intro. To Fire Behavior	S-211 Water/Pumps	S-212 Power Saws	S-213 Tractors	S-214 Ground Tenders	S-215 Fixed Equipment	S-130 Crew Boss	S-240 Fire Business Mgmt. Prin.	S-270 Basic Air Operations	S-330 Organizing for Fire Emgy.	S-330 Sector Boss	S-331 Crew Liaison Officer	S-341 Mapp-Recorder Officer	S-343 Infrared Imagery Interp.	S-351 Air Service Mgr.-Airport	S-352 Air Service Mgr.-Heliport	S-353 Mixmaster	S-354 Camp Officer	S-355 Equipment Officer	S-356 Supply Officer	S-370 Intermediate Air Operations	S-380 Safety Mgmt.	S-390 Fire Behavior	S-420 Fire Organization and Mgmt.	S-440 Plans Chief	S-450 Service Chief	S-451 Air Service Officer	S-460 Finance Chief	S-470 Air Attack Base	S-520 Fire Commander	S-580 Advanced Fire Safety Mgmt.	S-590 Fire Behavior Officer	S-620 Fire Command		
4	S 4	Air-Service Manager - Airport	49		x									x								x		x																		48-1 49-1	35
3	S 4	Air-Service Manager - Heliport I	50	Heliport II on 6 Project Fires	x			x						x	x								x																			48-1 50-1 51-1	35
4	S 4	Air-Service Manager - Heliport II	51		x			x						x	x								x																			48-1 49-1 50-1 51-1	35
5	S 4	Mixmaster	52																					x																			48-1 49-1 52-1	35
3	S 5	Communications Officer	53	Fire Communications Specialist (Systems)	x			x																																			53-1	35
5	S 5	Radio Operator	54	Radio Operator	x																																					54-1	35
2	F 1	Finance Chief I	08	Finance Chief II	x									x		x																x				x		x				08-1 14-2	35
3	F 1	Finance Chief II	14	Time Officer	x									x		x																x				x						08-1 14-1 55-1	35
4	F 1	Time Officer	55	Time Recorder	x									x																												55-1 56-1 14-1	35
5	F 1	Time Recorder	56		x									x																												55-1 56-1	35
5	F 1	Commissary Manager	57		x									x																													35
4	F 2	Compensation-for-Injury Officer	58		x									x																													35

Exhibit 1 - continued

FIRE JOB QUALIFICATION REQUIREMENTS

MANAGEMENT LEVEL	FUNCTION	FIRE JOB TITLE	FIRE JOB NUMBER	PREREQUISITE FIRE JOBS	TRAINING COURSES	EXPERIENCE REQUIREMENTS Last Five Years	PHYSICAL FITNESS
4	F 3	Obligation Officer	59		S-110 Basic Fire Orientation: x; S-130 Crew Boss: x; S-260 Fire Business Mgmt. Prin.: x; S-270 Basic Air Operations: x		35
4	F 4	Claims Officer	60		S-110 Basic Fire Orientation: x; S-260 Fire Business Mgmt. Prin.: x; S-270 Basic Air Operations: x		35
3	A 1	Safety Chief	09	Division Boss Safety Officer	S-110 Basic Fire Orientation: x; S-120 Basic Firefighter: x; S-190 Intermediate Fire Behavior: x; S-211 Water/Pumps: x; S-212 Power Saws: x; S-130 Crew Boss: x; S-260 Fire Business Mgmt. Prin.: x; S-270 Basic Air Operations: x; S-290 Intermediate Air Operations: x; S-300 Safety Mgmt.: x; S-390 Fire Behavior: x; S-490 Advanced Fire Safety Mgmt.: x	01-1 04-1 05-1 09-1	45
4	A 1	Safety Officer	40	Sector Boss	S-110 Basic Fire Orientation: x; S-120 Basic Firefighter: x; S-190 Intermediate Fire Behavior: x; S-211 Water/Pumps: x; S-212 Power Saws: x; S-130 Crew Boss: x; S-260 Fire Business Mgmt. Prin.: x; S-270 Basic Air Operations: x; S-300 Safety Mgmt.: x; S-390 Fire Behavior: x	09-1 40-1 18-1 33-1 41-1 48-1	45

Option 2: REJECT THE NFQS COMPLETELY AND USE A BLM STANDARD

This option is considered to develop a BLM-FQS more responsive to local fire force needs not presently being developed under the NFQS. An example of this need is in initial attack and fuels management.

The development of a BLM Standard would be designed more responsive to local needs of initial attack forces with special emphasis on specific safety factors. Another specific need is more emphasis on fuels management as applied to prescription burning on brush fields in Western Oregon.

This BLM-developed Standard would give each state latitude to design a fire training program meeting local needs, within the framework of a general Bureauwide fire training catalog.

At the top of this Bureau Standard would be room for a determined number of Class I, Class II overhead teams meeting the particular needs of a state, and also the need for overhead assistance to other agencies should other agencies accept this Bureau Standard.

Pro Comments

a. All fire positions would be certified under the BLM Standard.

b. All BLM fire crews would meet the Liability Test.

c. BLM crews would be acceptable to all Interior agencies and most non-federal entities.

d. A more tailored, responsive, less costly training load in MM's and $'s than prescribed in the NFQS.

e. Better National Resource Land protection through initial attack resulting in less project size fires.

Con Comments

a. Potential interagency training at the local level with resulting savings in the training dollar would not be available.

b. Phase-in opportunity to the NFQS at a later date cannot be identified until a BLM Standard is developed.

c. A separate BLM Standard could cause confusion between cooperators at the local level, as on the West Coast States of California, Oregon, Washington, where state, private, and federal protection organizations interact under the terms of written contracts and agreements.

d. Management and budget constraints could lower the application of a BLM-developed Standard to a level not acceptable to other Interior and Federal Agencies. Should other cooperators accept the NFQS concept, the impact on established working and cooperative relations would be serious.

Option 3: CONTRACT ALL OR PART OF BLM FIRE SUPPRESSION TO ANOTHER AGENCY OR AGENCIES

BLM is already doing this in certain areas--about one million acres of NRL in California are protected by the California State Division of Forestry; about two million acres of O&C and NRL in Western Oregon are protected under contract with the State of Oregon; smaller acreages of BLM-administered lands in other areas are covered by several other protection arrangements with other federal and state agencies. This proposal would greatly expand this practice to transfer BLM fire suppression activities to other federal, state, or private agencies or organizations, and get BLM out of the fire suppression business wherever possible.

Pro Comments

a. This would eliminate the need for hiring, training, and maintaining fire suppression personnel, and thus avoid the problem of having to meet fire qualification standards. Currently, BLM has about 1,200 permanent employees who have received varying degrees of fire training. Annually, BLM hires about 1,700 temporary fire suppression employees who must be trained. Training costs are difficult to calculate, but currently run into several million dollars annually, and will increase substantially if NFQS or other Standards are to be met. Some training would have to continue, however, for fire suppression contract administration.

b. Personnel now committed to fire suppression would become available for reallocation to other Bureau programs. About 90 permanent employees are currently committed full time to the fire program. An estimated 50 would be available for reassignment. The remainder would be required for suppression contract administration and other continuing fire management responsibilities. In addition, the fire-related man months and travel ceiling costs of the other 1,100 permanent personnel who work in the fire suppression program would become available for other BLM programs.

c. Other BLM resource management programs would not be disrupted by employees being diverted into emergency fire suppression activities. Each year between May and September large numbers of management, resource professionals and administrative personnel are diverted from their regular duties to fight fires. AWP commitments in other priority programs suffer.

d. There is a current emphasis in federal government to look to contracting for services whenever possible rather than to do the job with federal employees.

Con Comments

a. There are no potential contractors available in most of the BLM land areas who could take on the fire suppression job. It is possible that in California and Oregon, the states might expand their protection to include all BLM lands. In Wyoming, Montana and eastern Colorado, the states or counties have the organizations and might perhaps be willing to contract for fire suppression on BLM lands. However, in Alaska, Nevada, Idaho, Utah, Arizona, New Mexico and western Colorado, there appears to be no entity, agency, or organization available to contract BLM's fire suppression work.

b. Costs of contracting fire suppression would be substantially higher than the cost of a BLM suppression program. BLM is currently paying the states of California and Oregon $0.95 and $0.48 per acre on forest land and $0.29 on non-forest land. While costs would vary greatly with fuel types, acreage, etc., BLM could expect that the costs of contracting fire suppression would substantially exceed the roughly seven cents per acre it currently costs BLM to suppress fires on the 450,000,000 acres of NRL.

c. BLM would lose a considerable level of control over activities on National Resource Lands which have significant impacts on the resources of these lands. BLM management would have much less opportunity to control when, where and how fire suppression activities are carried out. The primary objective of the contractor would be to extinguish the fire by the least costly means. Environmental considerations and protection of other resource values would be of secondary importance.

d. It would be difficult to write specifications for fire suppression contracts that would adequately protect other resources and meet fire ecology needs.

e. Contracting fire suppression will reduce BLM's ability to implement fire management. The de-emphasis of fire suppression within the BLM organization will reduce BLM's expertise in fire management, and BLM's ability to plan and manage fire in a way to protect and improve the total resources on the land.

Option 4: ADOPT NFQS COMPLETELY

However, BLM could train up to Fire Boss III level and less and use other agency Class II and I overhead teams when necessary or BLM could train up to Fire Boss II and rely on other agencies for Class I situations.

Pro Comments

a. Reduced BLM training costs.

b. Reduced number of non-fire BLM personnel in fire suppression.

c. Provides a training foundation for BLM to expand into full NFQS.

d. All fires manned by certified (Red Carded) personnel.

e. BLM could accomplish its initial attack role independently (90 plus percent of incidence).

Con Comments

a. Reduced incentive for BLM or other agency personnel to participate in fire program.

b. BLM would lack qualified people to monitor or provide COAR for work contracted to other agencies (i.e., contract suppression in Oregon).

c. BLM would not maintain a professional fire management group which is necessary in terms of fire planning, land use planning input, BLM program support, and fire application to meet resource objectives.

d. The fire manager may be reluctant to expand the fire organization to Class II and I in order to avoid turning over the control of a high risk - high cost program to another agency.

e. Forest Service or other agencies may be reluctant to supply overhead personnel on a dedicated demand basis.

f. Highly improbable that other agencies will be staffed to provide Class I and II services. States, where Forest Service and other agencies have an insignificant fire program with little or no NFQS overhead personnel, would have an unmanageable situation.

g. A high cost training program for initial attack force will evolve.

h. Reaction time on Class II and I fires would increase due to log time in securing other agency overhead teams.

i. BLM could not react to its cooperators in terms of trained overhead.

Option 5: THE BLM ADOPT THE NATIONAL FIRE QUALIFICATION STANDARD WITH A BLM STANDARD FOR CLASS III AND INITIAL ATTACK FORCES AND THE CADRE FOR THE CLASS I AND II OVERHEAD TO BE BASED AT BIFC FOR USE IN LOW FIRE STATES.

Idaho, Oregon, Nevada, California and Alaska would retain Class II overhead capabilities, the remaining states, basically the low fire occurrence states, would retain initial attack capability.

A cadre of fire suppression expertise would be employed at BIFC to meet the low fire states Class II overhead requirements as well as providing Class I overhead to all states except Alaska. It is estimated that 30 people would be needed to meet the fire load.

Pro Comments

a. Quicker call-up and response time. Teams would be available for instant dispatch, whereas in low fire states teams would have to be pulled off resource jobs.

b. Fire suppression personnel would be drawn from dedicated fire manpower. Personnel would be more available; no question on priorities of work.

c. Overhead requirements would be met without disruption of resource programs.

d. Cadre would provide a pool of fire expertise during off season for fire training, prescribed burning, fire planning, prevention, equipment maintenance and management.

e. Cadre, because of training level and experience, would be highly proficient, resulting in suppression cost savings and less resource damages.

f. Because cadre would be totally available during fire season, fewer total numbers of overhead would be required resulting in less training costs.

g. Because cadre would be dedicated to fire program, less turnover would occur, resulting in smaller training cost.

h. All overhead certified (Red Carded) to NFQS.

Con Comments

a. Large number of head count dedicated to fire on a year round basis.

b. Local fire manager losing control of situation when team comes in and takes over could cause friction.

c. In a large bust situation there may not be enough overhead to man all fires; no reserve overhead available from low fires states as they no longer train overhead.

d. BIFC assumes a larger role in allocation of fire fighting resources.

e. BIFC role changes from one of logistical support to one having a suppression function.

f. BLM head count used to fight other agency fires, tendency to lose BLM identity.

g. What happens to cadre during a season of low fire occurrence, difficult to build AWP around this type of operation.

h. Tendency to become "Fire Department"; cadre loses touch with field and resource objectives of programs.

i. High fire states would still have a large training load and associated costs.

j. Tendency to regionalize fire problem by states rather than having a Bureau fire problem. Little support from a low fire state for fire programs.

k. Possible personnel problems of low fire state people being unable to qualify for positions requiring fire experience in high fire states.

l. Lose training and experience of trained fire personnel when they move from high fire state to low fire state.

Option 6: NO CHANGE

This option envisions no change in the current fire qualification process. This means implementation of the 1973 FQS at the present level. The 1973 FQS provides the standards and the Allocation of Forces makes the assignments to the states. Each state is responsible for designating personnel and arranging training. The continued low level of commitment by the three levels of management could be expected to continue.

Pro Comments

a. No program emphasis shift is needed, thus reducing or eliminating the impact on programs and people that result from emphasis change.

b. Training costs will remain constant or with minor increases. This is because other demands on BLM personnel from old line and emerging programs will prevent acceleration.

c. The 1973 Standard is less demanding allowing more people to qualify for fire overhead positions. This allows managers more people from which to select overhead teams providing flexibility in people deployment among the programs he manages.

d. Lack of qualifications will reduce BLM cooperation on other agency fire suppression. This reduces commitment of BLM personnel from other programs.

Con Comments

a. There will continue to be a lack of consistency in expertise between BLM districts and states and between BLM and other agencies. This results in a difference between actual and anticipated performance in a fire situation. This can lead to intraoffice and interagency friction.

b. The present frustration experienced by fire management personnel will be amplified. This is due to lack of career direction, fire program inconsistencies and organizational development. The net result being poor morale, inefficiencies and personnel seeking other career opportunities.

c. Poor safety and suppression performance will continue to be a problem. The risk of liability for personal injury plus property and resource damages will be magnified. BLM could suffer both torts and loss of image as a result.

Option 7: ADOPT THE NATIONAL FIRE QUALIFICATION STANDARDS (NFQS) FOR HIGH RISK OVERHEAD POSITIONS, A BLM STANDARD FOR MEDIUM AND LOW RISK POSITIONS, PLUS A BUREAU STANDARD FOR FUEL TYPE EXPERIENCE FOR ALL FIRE POSITIONS. PHASE INTO TOTAL NFQS OVER A PERIOD OF TIME.

Background: The NFQS is developed for complex fire organizations ranging in classes from low complexity (Class III) positions to high complexity (Class I) positions. All fire fighting positions must have specific training and experience when classified under NFQS. The exception to this is that NFQS has no requirement for initial attack forces.

NFQS requires 204 hours of training and 11 separate courses to achieve a Class III Fire Boss level.

The task force determined the NFQS can be stratified to be responsive to risk to human life and property. These stratifications are described as follows:

1. High Risk: Those situations which could result in death, serious injury or high property loss if an incorrect action, or failure to take an appropriate action were to occur. This is due to the complexity of the situation and/or the critical nature of the job.

2. Medium Risk: Those situations which are less critical and/or those in less complex situations.

3. Low Risk: Those which will not create loss of life, serious injury, or property damage. These situations are normally administrative and service positions.

The overhead positions applicable to this risk stratifications were identified as follows:

High Risk Positions

Class I Overhead Teams
Class II Overhead Team
Division Boss
Safety Officer
Fire Behavior Officer
Air Attack Boss
Helicopter Boss
Air Service Officer
Sector Boss

Medium Risk Positions

Class III Overhead Teams
Crew Boss (Tanker Boss)
Squad Boss
Fire Fighter
Initial Attack Fireman

Low Risk Positions

Maps and Records Officer
Training Officer
Information Officer
Equipment Officer
Supply Officer
Communications Officer
Time Officer

Four key issues are considered in this option:

1. The NFQS system is not responsive to tactical needs of specific fuel types.

2. Certain portions of NFQS courses are not required in specific fuel types and in some cases different courses are required, i.e., portable pumps course is not required in the desert fuel type while a ground pumper course is required.

3. The NFQS contains no requirement for strength-of-force initial attack firemen.

4. Initially, the training components for medium and low risk positions can be reduced below NFQS and still meet BLM needs pending improved staffing levels and system integration.

This option provides specific minimum training and experience requirements for all fire fighting positions, including initial attack. For instance, low risk positions would be certified under a Bureau Standard System and be required to have training or experience which would allow them to adapt day-to-day skills to the fire situation. A District time officer may require no more than four to eight hours training in hazard pay and overtime pay calculation to be qualified. A District heavy equipment operator may require some training in obligation of "Offers for Hire" and inspection techniques to be an equipment officer.

Medium risk positions would be certified under a Bureau System and be required to meet the minimum training standard as established. This training is estimated to be approximately 80-90 hours. The training courses for these positions can, for the most part, be drawn from the already developed NFQS training packets. Some new development will be required in the specific fuel type tactics and for the initial attack forces. These must also be provided for high risk positions.

High risk positions would be filled by persons fully qualified under the NFQS. The Sector Boss position would be the transition position from the Bureau System to the NFQS System.

After a person obtains a Class III rating as Fire Boss under the Bureau System, he/she could move into the NFQS System by passing an equivalence test for Sector Boss. Another alternative would be to take a course specifically designed for this transition when he/she had the minimum required experience.

Under this option, a fire would be initially manned by persons holding the Bureau Standard System. If a high risk position were needed, it would be filled by a NFQS certified employee. If complexity increases to the point that the fire overhead team must be changed from Class III to Class II, all top overhead (Fire Boss, Plans Chief, Service Chief, Line Boss, and Finance Chief) would be NFQS qualified. Bureau System qualified people could be moved to subordinate medium risk positions under the NFQS certified people or back to initial attack status.

As NFQS develops, it is hoped some of the flexibilities and additional requirements of this option can be incorporated into the system and the Bureau System would be integrated as part of NFQS.

Pro Comments:

a. Will meet BLM needs for both qualified overhead and provide means of training and certifying forces necessary for initial attack.

b. Positions normally sent out of the local area (state) to the states and major agencies will be NFQS certified. The receiving office will be assured of consistent standards.

c. Is cost effective in terms of training dollars and time. The training necessary to handle most of the fire occurrences (initial attack) can be directly applied to those fuel types in the area. Therefore, those personnel below sector boss will not be extensively trained in fields of expertise not necessary. This system recognizes that the major number of people are in initial attack and directs training time and dollars in proportion to the number of people actually moving up the ladder.

d. Provides maximum training and use flexibility for its largest fire work force (90% of fire incidence) explained in more detail in "c" above.

e. All positions certified. This will assure that standards are known and all personnel will be certified.

f. Can bridge from BLM System to NFQS and vice versa. (Course work can be extracted from NFQS for BLM System for meeting NFQS. BLM would need to develop fuel related training and initial attack training which could be added to NFQS at a later date.)

g. Fire suppression program is under BLM control at all times with Class I and II overhead teams being activated from within BLM as is expedient.

h. Total fire management capability is developed and enhanced by BLM. Areas of expertise in the overall fire management program including prescription burning, etc., can then be provided with BLM. This area of expertise is becoming more important each year as resource values increase.

i. Establishes a standard for initial attack forces. This key role in suppression is generally overlooked by other systems.

j. Liability factor is minimized through use of certified personnel. This assumes that using an adopted FQS will reduce the likelihood of payment of large liability claims.

k. Creates fire career opportunities for BLM employees.

Con Comments:

a. Personnel certified under the BLM System may not be acceptable to agencies who have fully adopted NFQS.

b. BLM System is not developed. While not considered as a major undertaking, it requires certain tasks to be done.

c. Will likely cost more under present FQS execution. This considers present actual costs, not those which would have been encountered if full obligations of "Allocation of Forces" under the 1973 system had been met. In addition, some offices are not presently training initial attack forces.

d. Management decisions may require emphasis shifts in BLM programs. While true in most of the options, it is especially true in this one as the commitment to this program will acquire strong management direction.

The Task Force recommends adoption of Option #7 for the following reasons:

a. This option provides qualification standards for all fire suppression positions, including initial attack fire fighters that are not covered in the NFQS System.

b. The BLM qualification standards would be more responsive than NFQS to the specific fuel types and conditions involved in BLM fires.

c. High risk fire overhead positions meet NFQS and the Bureau can continue with interagency cooperation involving exchange of personnel in major fire situations.

d. The cost of training will be substantially less initially than attempting to train all suppression personnel to meet NFQS.

e. The system will enable BLM to expand the qualification system to totally meet NFQS at a later date.

Implementation of this option would require the following action:

a. Develop BLM Standards for medium and low risk positions by June 1, 1977.

b. Develop training package to provide bridging for more personnel from BLM Standard to qualification under NFQS by January 1, 1978.

c. Develop fuel type experience standard by June 1, 1977.

d. Develop training strategy to meet the BLM Standard by June 1, 1977.

e. Adopt as developed those portions of the NFQS which are under development which are relevant to and meet BLM needs.

f. Develop training strategy during FY 1978 to provide for full implementation of NFQS by the 1981 fire season.

g. Make a recommendation to the NWCG that the Qualification - Certification team set standards for application of "Grandfather" clause prior to 1977 fire season.

h. If the above action cannot be taken, the BLM develop and adopt "Grandfather" clause standards by June 1, 1977.

i. Develop and manualize instructions, training requirements, experience requirements, and all other materials required to implement the NFQS by January 1, 1978.

j. Revamp the current allocation of forces to reflect a level commensurate with individual state fire loads and personnel capability (see following section on allocation of forces).

APPENDIX 3

DETAILED POSITION DUTIES

Position Duties for High Fire District

Position	Job	Duties
Fire Management Officer	Overall Mgmt and Supervision of the Fire Organization	1. Program Coordination 2. Interagency Coordination 3. Contract Development
Prevention Specialist	1. Prevention	1. Prevention Planning a. High Risk Identif. b. Systems Analysis c. Plan Development 2. High Risk Indust. Contact 3. Public Education 4. Information Dissemin. 5. Hazard Reduction 6. Investigation of Trespass 7. Case Development 8. Signing - location, preparation and installation 9. Review of proposed recreation & access construction for Fire Risk. 10. Burning Permit Administration 11. Closure Enforcement 12. Fire Requirement Equipment Inspection
Training Specialist	Fire Training	1. Training Planner/ Coordinator 2. Training Instructor
Fire Mgmt Specialist	Fire Application and Planning	1. URA Input a. Ecological Analysis b. Fire Behavior Potential c. Fire Climate Analysis d. Plant Phenology Analysis e. Fire Occurance Analysis

Position	Job	Duties
Fire Mgmt Specialist (Continued)		2. Socio Economic Analysis 3. MFP Input a. Step 1 (1) Tunnel Vision - Fire (2) Resource Objectives b. Step 2 (1) Activity Support Recommendation (Suppression limitation) c. Step 3 (1) Fire Suppression Decision (2) Resources Activity Decision (Fire Priority, Application, and Suppression limitations 4. Environmental Statement Input a. Fires historic role on the ecosystem (1) Fire exclusion (2) Fire effect on the biomass b. Alternative Mgmt Systems and the Fire Relationship (1) Impacts (a) Adverse (b) Supportive (c) Prepare EARs for non-suppression fire actions (d) Evaluates fire input in ESs and EARs
	Program Management	1. National Fire Plan a. Inventory b. Fuel Analysis c. Behavior Analysis d. Ignition Analysis

Position	Job	Duties
Fire Mgmt Specialist (Continued)		e. Suppression, Prevention Detection, Support Planning f. Modified Action and Special Suppression Planning 2. AWP Preparation 3. AWP Monitoring 4. Organize 5. Evaluate 6. Program Funds 7. Supervise 8. Ensures that Safety is an Integral Part of All Operations 9. Technical Assistance to Resource Activities
Fire Control Officer	Fire Presuppression	1. Preplanned Dispatch Planning 2. Operations Planning 3. Tool & Equip. Readiness 4. Facilities Readiness 5. Coop Ag. Negotiations and Review 6. "Offer" Procurement 7. Weather Analysis & System Readiness 8. Prescribed Fire Burning
	Detection	1. Detection Planning (a) Detection Analysis (b) Method Selection (c) Plan Development 2. Equipment Procurement 3. System(s) Operations & Supervision 4. Cooperator Negotiation 5. Facilities Maintenance 6. Evaluation of Operations

Position	Job	Duties
Fire Control Officer (Continued)	Suppression	1. Organize & Place Forces 2. Operate a Fire Danger System 3. Estab. & Operate a Dispatch Function 4. Provide Supplies & Equipment 5. Maintain Physical & Mental Readiness 6. Evaluates Fire Probability 7. Assigns Manpower and Equipment to Fires 8. Evaluates Suppression Progress on Fires 9. Operates Logistics Support for Fires 10. Monitor Overall Commitment for Situation 11. Request Assistance 12. Provide Personnel Services 13. Releases Forces 14. Demobilize Forces 15. Evaluate Fire Operations 16. Compliance with Modification Plans and Special Suppression Plan
Air Operations Officer	Aircraft Management	1. Aircraft Needs Analysis a. Receive Requests b. Coordination c. Evaluate Type and Location d. Prepare Aviations Plan 2. Contracting a. Originating b. Supervising (1) Contract, compliance (2) Scheduling 3. Operations a. Establish Standard (1) Aviation Management Plan (Communication) b. Training c. Monitoring d. Payment e. Flight Tracking

Position	Job	Duties
Air Operations Officer (Continued)		4. Evaluation a. Utilization Analysis 5. Aviation Safety a. Standard b. Compliance c. Accident Review
Dispatcher	Fire Suppression	1. Receive Report 2. Analyzes Land Ownership 3. Determines Fuel Type 4. Predicts Fire Behavior 5. Calculates the Probabilities 6. Determines Initial Force 7. Maintains Communication with Force 8. Response to Requests from Fire Boss 9. Tracks Force Location Number, etc.
	Presuppression	1. Develops Fire Resource Catalogs 2. Coordinates Preplanned Dispatch Plan 3. Establishes Communication for Fire Danger Analysis 4. Establishes Communication for Detection
	Reporting	1. Submits National Fire Danger Analysis 2. Submits Daily Reports 3. Submits Weekly Reports 4. Submits Special Warnings
	Post Suppression	1. Schedules Force Retrieval 2. Notifies Home Offices of Arrivals at Home 3. Collects Bills 4. Follows Payments to Make Sure Accounts are Closed

Position	Job	Duties
Dispatcher (Continued)	Air Operations	1. Selects Proper Aircraft to Perform the Job 2. Schedules the Aircraft 3. Checks Pilot & Aircraft Qualifications 4. Initiates Flights 5. Follows the Flight to Maintain Communications and Safety 6. Notifies Receiving Offices 7. Cancels Flight Plans 8. File Aircraft Manifests 9. Determines Aircraft is Properly Secured

POSITION DUTIES FOR MEDIUM FIRE DISTRICT

Position	Job	Duties
Fire Management Officer	Overall Mgmt. and Supervision of the Fire Organization	
	Prevention	1. Prevention Planning a. High Risk Identif. b. Systems Analysis c. Plan Development 2. High Risk Indust. Contact 3. Public Education 4. Information Dissemin. 5. Hazard Reduction 6. Investigation of Trespass 7. Case Development 8. Signing - location, preparation and installation 9. Review of proposed recreation and access construction for Fire Risk 10. Burning Permit Administration 11. Closure Enforcement 12. Fire Requirement Equipment and Inspection
	Fire Application and Planning	1. URA Input a. Ecological Analysis b. Fire Behavior Potential c. Fire Climate Analysis d. Plant Phenology Analysis e. Fire Occurrence Analysis 2. Socio Economic Analysis 3. MFP Input a. Step 1 1) Tunnel Vision - Fire 2) Resource Objectives b. Step 2 1) Activity Support Recommendation (Suppression Limitation) c. Step 3 1) Fire Suppression Decisions 2) Resource Activity Decisions (Fire Priority, Application and Suppression Limitations

Position	Job	Duties
Fire Management Officer (Continued)		3. Environmental Statement Input a. Fires Historic Role on the Ecosystem 1) Fire Exclusion 2) Fire Effect on the Biomass b. Alternative Mgmt. Systems and the Fire Relationship 1) Impacts a) Adverse b) Supportive c. Prepare EAR's for Non-suppression Fire Actions d. Evaluates Fire Input in ES's and EAR's
	Program Management	1. National Fire Plan a. Inventory b. Fuel Analysis c. Behavior Analysis d. Ignition Analysis e. Suppression, Prevention, Detection, Support, Planning 2. AWP Preparation 3. AWP Monitoring 4. Organize 5. Evaluate 6. Program Funds 7. Supervise 8. Program Coordination 9. Contract Development, Negotiation, and Administration. 10. Ensures That Safety is an Integral Part of all Operations 11. Technical Assistance to Resource Activities
Fire Control Officer	Fire Presuppression	1. Preplanned Dispatch Planning 2. Operations Planning 3. Tool and Equipment Readiness 4. Facilities Readiness

Position	Job	Duties
Fire Control Officer (Continued)		5. Coop Ag. Negotiation and Review
		6. "Offer" Procurement
		7. Weather Analysis & System Readiness
		8. Prescribed Fire Burning
	Detection	1. Detection Planning a. Detection Analysis b. Method Selection c. Plan Development
		2. Equipment Procurement
		3. System(s) Operations & Supervision
		4. Cooperator Negotiation
		5. Facilities Maintenance
		6. Evaluation of Operations
	Suppression	1. Organize & Place Forces
		2. Operate a Fire Danger System
		3. Establish & Operate a Dispatch Function
		4. Provide Supplies & Equipment
		5. Maintain Physical & Mental Readiness
		6. Evaluates Fire Probability
		7. Assigns Manpower & Equipment to Fires
		8. Evaluates Suppression Progress on Fires
		9. Operates Logistics Support for Fires
		10. Monitor Overall Commitment for Situation
		11. Request Assistance
		12. Provide Personnel Services
		13. Releases Forces
		14. Demobilize Forces
		15. Evaluate Fire Operations
		16. Compliance with Modified Action Plans & Special Suppression Plan

Position	Job	Duties
Air Operations Officer	Aircraft Management	1. Aircraft Needs Analysis a. Receive Requests b. Coordination c. Evaluate Type & Location. d. Prepare Aviation Plan 2. Contracting a. Originating b. Supervising 1) Contract Compliance 2) Scheduling 3. Operations a. Establish Standards 1) Aviation Management Plan (Communications) b. Training c. Monitoring d. Payment e. Flight Tracking 4. Evaluation a. Utilization Analysis 5. Aviation Safety a. Standard b. Compliance c. Accident Review
Dispatcher	Fire Suppression	1. Receive Report 2. Analyzes Landownership 3. Determines Fuel Type 4. Predicts Fire Behavior 5. Calculates the Probabilities 6. Determines Initial Force 7. Maintains Communication with Force 8. Response to Requests from Fire Boss 9. Tracks Force Location, Number, etc.
	Presuppression	1. Develops Fire Resource Catalogs 2. Coordinates Preplanned Dispatch Plan 3. Establishes Communication for Fire Danger Analysis 4. Establishes Communication for Detection.
	Reporting	1. Submits National Fire Danger Analysis

Position	Job		Duties
Dispatcher (Continued)		2.	Submits Daily Reports
		3.	Submits Weekly Reports
		4.	Submits Special Warnings
	Post Suppression	1.	Scheules Force Revrieval
		2.	Notifies Home Offices of Arrivals at Home
		3.	Collects Bills
		4.	Follows Payments to Make Sure Accounts are Closed
	Air Operations	1.	Selects Proper Aircraft to Perform the Job
		2.	Schedules the Aircraft
		3.	Checks Pilot & Aircraft Qualifications
		4.	Initiates Flights
		5.	Follows the Flight to Maintain Communications & Safety
		6.	Notifies Receiving Offices
		7.	Cancels Flight Plans
		8.	File Aircraft Manifests
		9.	Determines Aircraft is Properly Secured.

Position Duties for Low Fire District

Position	Job	Duties
Fire Management Officer	Overall Mgmt. & Supervision of the Fire Organization	
	Prevention	1. Prevention Planning a. High Risk Identification b. Systems Analysis c. Plan Development 2. High Risk Indust. Contact 3. Public Educaton 4. Information Dissemin. 5. Hazard Reduction 6. Investigation of Trespass 7. Case Development 8. Signing - Location, Preparation, & Installation 9. Review of Proposed Recreation & Access Construction for Fire Risk 10. Burning Permit Administration 11. Closure Enforcement 12. Fire Requirement Equipment Inspection
	Fire Application & Planning	1. URA Input a. Ecological Analysis b. Fire Behavior Potential c. Fire Climate Analysis d. Plant Phenology Analysis e. Fire Occurrence Analysis 2. Socio Economic Analysis 3. MFP Input a. Step 1 1) Tunnel Vision - Fire 2) Resource Objectives b. Step 2 1) Activity Support Recommendation (Suppression Limited) c. Step 3 1) Fire Suppression Decisions 2) Resource Activity Decision (Fire Priority, Application & Suppression Limitations)

Position	Job	Duties
Fire Management Officer (Continued)		3. Environmental Statement Input a. Fires Historic Role on the Ecosystem 1) Fire Exclusion 2) Fire Effect on the Biomass b. Alternative Management System and the Fire Relationship 1) Impacts a) Adverse b) Supportive c. Prepare EAR's for Non-suppression Fire Actions d. Evaluates Fire Input in ES's & EAR's
	Program Management	1. National Fire Plan a. Inventory b. Fuel Analysis c. Behavior Analysis d. Ignition Analysis e. Suppression, Prevention, Detection, Support, Planning f. Modified Action & Special Suppression Planning 2. AWP Preparation 3. AWP Monitoring 4. Organize 5. Evaluate 6. Program Funds 7. Supervise 8. Program Coordination 9. Contract Development, Negotiation, & Administration 10. Ensures that Safety is an Integral Part of All Operations 11. Technical Assistance to Resource Activities
	Fire Presuppression	1. Preplanned Dispatch Planning 2. Operations Planning 3. Tool & Equipment Readiness 4. Facilities Readiness 5. Coop Ag. Negotiation & Review 6. "Offer" Procurement 7. Weather Analysis & System Readiness 8. Prescribed Fire Burning

Position	Job	Duties
Fire Management Officer (Continued)	Detection	1. Detection Planning a. Detection Analysis b. Method Selection c. Plan Development 2. Equipment Procurement 3. System(s) Operations & Supervision 4. Cooperator Negotiation 5. Facilities Maintenance 6. Evaluation of Operations
	Suppression	1. Organize & Place Forces 2. Operate a Fire Danger System 3. Establish & Operate a Dispatch Function 4. Provide Supplies & Equipment 5. Maintain Physical & Mental Readiness 6. Evaluates Fire Probability 7. Assigns Manpower & Equipment to Fires 8. Evaluates Suppression Progress on Fires 9. Operates Logistics Support for Fires 10. Monitor Overall Commitment for Situation 11. Request Assistance 12. Provide Personnel Services 13. Releases Forces 14. Demobilize Forces 15. Evaluate Fire Operations 16. Compliance with Modified Action Plans & Special Suppression Plan
	Aircraft Management	1. Aircraft Needs Analysis a. Receive Requests b. Coordination c. Evaluate Type & Location d. Prepare Aviation Plan 2. Contracting a. Originating b. Supervising 1) Contract Compliance 2) Scheduling

Position	Job	Duties
Fire Management Officer (Continued)		3. Operations a. Establish Standards 1) Aviation Management Plan (Communications b. Training c. Monitoring d. Payment e. Flight Tracking 4. Evaluation a. Utilization Analysis 5. Aviation Safety a. Standard b. Compliance c. Accident Review
	Fire Suppression	1. Receive Report 2. Analyzes Landownership 3. Determines Fuel Type 4. Predicts Fire Behavior 5. Calculates the Probabilities 6. Determines Initial Force 7. Maintains Communication With Force 8. Response to Requests From Fire Boss 9. Tracks Force Location, Number, etc.
	Presuppression	1. Develops Fire Resource Catalogs 2. Coordinates Preplanned Dispatch Plan 3. Establishes Communication for Fire Danger Analysis 4. Establishes Communication for Detection
	Reporting	1. Submits National Fire Danger Analysis 2. Submits Daily Reports 3. Submits Weekly Reports 4. Submits Special Warning
	Post Suppression	1. Schedules Force Retrieval 2. Notifies Home Offices of Arrivals at Home 3. Collects Bills 4. Follows Payments to Make Sure Accounts are Closed

Position	Job	Duties
Fire Management Officer (Continued)	Air Operations	1. Selects Proper Aircraft to Perform the Job 2. Schedules the Aircraft 3. Checks Pilot & Aircraft Qualifications 4. Initiates Flights 5. Follows the Flight to Maintain Communication & Safety 6. Notifies Receiving Offices 7. Cancels Flights Plans 8. File Aircraft Manifests 9. Determines Aircraft is Properly Secured

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